

Queensland Multicultural Policy & Queensland Multicultural Action Plan 2024-25 to 2026-27

2025-26 Progress Report

Queensland Treasury

Key Information

Multicultural Affairs Queensland, through the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism, is responsible for the *Multicultural Recognition Act 2016* (the Act).

The Queensland Multicultural Policy and [Queensland Multicultural Action Plan 2024-25 to 2026-27](#) (the Action Plan) have been established in compliance with the Act to provide a framework for achieving positive outcomes for Queenslanders from culturally and linguistically diverse backgrounds.

Section 24 of the Act requires Queensland Government agencies responsible for actions under the Action Plan to publicly report on their progress on an annual basis.

Scope of Reporting

The Queensland Multicultural Policy and Action Plan aim to achieve positive outcomes for Queenslanders from **culturally and linguistically diverse backgrounds**.

While Treasury implements measures to support diversity and inclusion for various cohorts, including Aboriginal and Torres Strait Islander peoples, women, youth, seniors, LGBTIQ+ communities and people with disability, the purpose of this report is to collect information about activities that specifically focus on achieving outcomes for:

people from 'culturally and linguistically diverse' backgrounds, which refers to people from a migrant or refugee background (which can include second or third generation migrants), people seeking asylum, and Australian South Sea Islander peoples¹.

Agency Commitments for 2024-25 to 2026-27

Queensland Treasury committed to undertaking activities in three out of the four Focus Areas.

Treasury did not originally have any commitments under Focus Area 3 at the commencement of the plan, however in 2025 Treasury established the Office of Social Impact towards this focus area of *Strengthening Our Economy* with regard to people from culturally and linguistically diverse communities.

About us

Queensland Treasury drives the government's plan to empower Queenslanders with a resilient economy, sustainable energy solutions and pathways to home ownership – building a brighter and prosperous future.

Our role involves undertaking policy and economic analysis on matters related to energy, gas, fuels and climate policy at the state and national level to facilitate economic growth and deliver an affordable, reliable and sustainable energy system.

Treasury oversees the ongoing management of the Compulsory Third Party (CTP) scheme in Queensland through the Motor Accident Insurance Commission (MAIC) as the regulatory authority.

¹ Australian South Sea Islanders are the Australian-born direct descendants of people who were brought to Australia between 1863 and 1904 to work as indentured labourers in the primary industries. More than 50,000 people came from some 80 Pacific Islands, primarily Vanuatu and the Solomon Islands, and the majority were kidnapped, 'blackbirded' or deceived into coming.

In addition, funding for necessary and reasonable treatment, care and support is provided through the National Injury Insurance Scheme, Queensland (NIISQ) for people who have sustained an eligible serious personal injury in a motor vehicle accident in Queensland, on or after 1 July 2016.

We deliver fiscal sustainability while maintaining and continuing to improve the state's revenue base through best practice revenue collection and penalty debt management through the Queensland Revenue Office (QRO).

Equity, Diversity, and Inclusion Framework

The Multicultural Action Plan forms part of Treasury's Equity, Diversity, and Inclusion Framework, detailed on the next page.

Queensland Treasury recognises the value in equity, diversity and inclusion.

Being able to draw on the different skills, backgrounds, experiences and insights of our workforce enables us to better deliver for the diverse community we serve. We are committed to representing the Queensland community by building on our existing workforce diversity – as reflected in our diversity targets – and fostering an inclusive culture where everyone can contribute and achieve their potential.

We will achieve this through our commitments as part of the strategies and plans outlined within this framework.

DIVERSITY	2026 REPRESENTATION	TARGETS
People with disability	12%*	12%
Aboriginal and Torres Strait Islander peoples	1%	4%
Women in leadership	50%	50%
Culturally and linguistically diverse people	13%	12%

*2025 Staff Survey

National Agreement on Closing the Gap

Queensland Government Multicultural Action Plan 2024–27

Queensland Public Sector Inclusion and Diversity Strategy 2021–2025

Queensland Women’s Strategy 2022–2027

Queensland Public Sector LGBTQ+ Inclusion Strategy 2023–2027

Queensland’s Disability Plan 2022–2027

Queensland Treasury Strategic Workforce Plan

Equity, Diversity and Inclusion Plan 2026–27

Our plan for growing the equity and diversity of our workforce and fostering an inclusive culture where everyone feels valued, respected and empowered to achieve their potential.

Reframing the Relationship with Aboriginal and Torres Strait Islander Peoples Plan 2026-29

Queensland Treasury commits to reframing the relationship with Aboriginal and Torres Strait Islander peoples by recognising and honouring them as the first people of Queensland and continuing to build our cultural capability as an organisation.

Multicultural Action Plan 2024-27

Queensland Treasury recognises the capacity and organisational growth that can be gained by embracing and valuing the contributions of people from culturally and linguistically diverse (CALD) backgrounds.

Disability Service Plan 2024-27

Queensland Treasury is committed to increasing the awareness, attraction, representation, and employment of people with disability by providing an accessible and safe workplace where people can thrive.

Equity, Diversity and Inclusion Steering Committee

Executive champions and employee networks

First Nations

Gender Equity

Multicultural Treasury

Treasury Pride (LGBTQIA+)

Neurodivergence and Disability Inclusion

Focus Area 1: 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	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
<i>Evaluate the accessibility and effectiveness of the Enable Grants Program in reaching and meeting the needs of culturally and linguistically diverse communities in accessing energy efficiency advice and activities and use findings to inform future energy program design and delivery.</i>	Delivered	Yes	The Enable Grants Program delivered eight tailored energy literacy and efficiency projects between April 2024 and December 2025, benefiting over 100,000 vulnerable Queenslanders, including culturally and linguistically diverse (CALD) communities. The program formally concluded in June 2026. Over the duration of the program these initiatives collectively helped participants save an estimated \$21.4 million in household energy costs. With \$5.7 million in grant funding, the program empowered eight NGOs to address the unique challenges faced by CALD communities, enabling them to better understand energy bills, adopt energy-efficient practices, and access concessions and rebates. The Enable Grants Program highlighted the importance of culturally tailored approaches and strong community partnerships in addressing the unique energy literacy needs of CALD communities. Key learnings include the value of multilingual resources and the use of translators to effectively engage participants with limited or no English proficiency. The program also demonstrated that sustained access to educational materials, such as online resources, can extend the impact of initiatives beyond their completion. <i>Continued below...</i>

Agency actions	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
...Continued from above.			Key project outcomes: - Queensland Council of Social Services' (QCOSS) ChargeUp project conducted over 2,500 group sessions and individual consultations across 20 neighbourhood centres, engaging more than 26,000 people. CALD participants, many of whom were from East Africa, Bhutan, or Iraq—regions with limited access to electricity—found the sessions invaluable. Delivered with the support of translators, these workshops introduced participants to electricity tariffs, available rebates, and practical strategies to reduce energy bills. - Tenants Queensland's (TQ) EmPowering Renters project developed multilingual resources in Karenni, Burmese, Swahili, and Farsi to improve renters' understanding of energy bills, rebates, and energy efficiency. These resources reached almost 55,000 households and provide a lasting impact as they remain accessible on TQ's website beyond the program's completion. Additionally, TQ delivered tailored workshops between July and September 2025, with 62% of participants from CALD backgrounds, including 46% with limited or no English proficiency. - A strong partnership between Queenslanders with Disability Network (QDN) and Multicultural Australia was pivotal to the success of QDN's Bright Sparks project. This initiative educated more than 500 people through culturally inclusive workshops and resources, equipping participants with tools to lower energy consumption, access rebates, and secure better energy deals by switching retailers. QDN's publications reached nearly 10,000 households, extending the project's impact. - The Yarnin' Energy project by the Indigenous Consumer Assistance Network (ICAN) and COTA's (Council on the Ageing) Energy4Seniors project also made significant contributions, collectively reaching almost 42,000 people through tailored education and translated resources for CALD communities.

Case studies or good news stories highlighting achievements

<https://www.qcoss.org.au/project/energy-and-water/>

Understand your energy bill.

Tariffs are energy rates and determine how you get charged for your energy use. Retailers offer many tariffs and this can be confusing.

Tariffs can differ in name, price and time of the day they apply.



Visit your local neighbourhood centre for more help to understand your energy bill



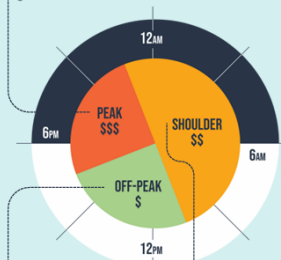
The Charge Up! project receives grant funding from the Queensland Government as part of the Enable Grants Program.

UNDERSTANDING DIFFERENT TARIFFS

- Just like choosing a phone plan that suits how you use your phone, you can choose a tariff combination that best suits your electricity usage.
- Energy costs reflect supply and demand. The highest demand for electricity is in the evenings, usually between 4pm and 9pm, when people get home from work or school and are cooking dinner, showering or other activities.
- Energy companies pass on the cost of supplying energy by either giving you an average price to use energy at any time of day or night (a flat rate) or offering a rate that varies throughout a 24 hour period (off-peak tariffs).
- Note:** No matter what tariff you choose for your energy usage, you will have to pay a fee on top to be connected - which might appear on your bill as a 'fixed charge' or 'supply charge'. You have to pay this fee even if you're away from home and your appliances are switched off at the wall.

PEAK

When most of the population wants to use energy at the same time, the demand on the energy grid is at its greatest.



OFF-PEAK

When there is more electricity being generated - like when there's lots of solar power from rooftops in Queensland - there's plenty of energy available, so it costs less.



What are electricity tariffs?

Tariffs are energy rates and determine how you get charged for energy use. Retailers offer many tariffs and this can be confusing.

Tariffs can differ in name, price and time of the day they apply.



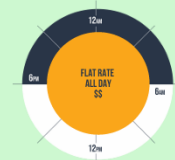
To change between any of these tariffs only involves calling your retailer.

TARIFFS: WHAT TO LOOK FOR ON YOUR ELECTRICITY BILL

FLAT

Also known as: Anytime, Peak, Single, T11, domestic

- You pay the same rate no matter when you use power (known as flat rate)
- Measured in cents per kilowatt-hour (c/kWh)
- Warning:** You might have been switched to another tariff without being told



TIME-OF-USE

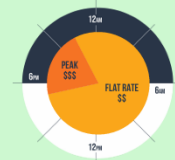
Also known as: TOU

- You can only get on this tariff if you have a smart meter
- Price changes during the day and night
- Using power at peak times can make your bill higher
- Try to use electricity in off-peak or shoulder times to save money
- Check with your retailer the exact times they define as off-peak, as this can vary between retailers
- Measured in c/kWh



DEMAND

- You can only get on this tariff if you have a smart meter
- Includes a flat rate plus an extra daily charge
- The extra charge is based on the day of your highest energy consumption during peak hours (usually 4-9pm)
- Measured in cents per kilowatt per day (c/kWh/day)
- You can lower the extra "demand charge" by avoiding running a lot of appliances during peak hours
- Warning:** Will benefit very few households



The Charge Up! project receives grant funding from the Queensland Government as part of the Enable Grants Program.

Agency actions	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
<i>Work with PCYC Queensland to increase participation by people from culturally and linguistically diverse backgrounds in the Braking the Cycle program, funded by the Motor Accident Insurance Commission, which helps Queenslanders access the 100 hours of on-road driver training required to obtain their driver's license.</i>	Ongoing	Yes	The Motor Accident Insurance Commission (MAIC), which oversees Queensland's Compulsory Third Party (CTP) insurance scheme, administers a research and education program that supports initiatives aimed at preventing road trauma and, where prevention is not possible, reducing its impacts through improved recovery outcomes. Through this program, MAIC funds PCYC Queensland to deliver the Braking the Cycle (BTC) learner driver mentor program across the state. BTC supports disadvantaged Queenslanders to gain the supervised driving experience required to obtain a driver's licence. As part of the funding arrangement, MAIC monitors participation by culturally and linguistically diverse (CALD) communities. In 2025–26, 19% of BTC participants identified as CALD. During the January to June 2026 reporting period, sites with particularly strong CALD participation included Inala (73%), Mount Gravatt (59%), Toowoomba (40%), South Burnett (33%), Townsville (32%), Cairns (32%) and Crestmead (31%), demonstrating the program's reach across diverse communities. During 2025–26, BTC operated at 37 MAIC-funded locations and supported 1,939 participants, with 695 participants obtaining their driver licence. Through structured mentoring, supervised driving experience and road safety education, BTC helps participants develop safe driving behaviours and gain the experience needed to become competent, licensed drivers. By supporting participants to achieve the 100 hours of supervised driving required under Queensland's Graduated Licensing System, the program contributes to road trauma prevention and safer outcomes on Queensland roads. The program also reduces transport-related barriers to employment, education and training, supporting greater independence, social participation and economic opportunity.

Case studies or good news stories highlighting achievements

To,
PCYC - Breaking the cycle team,
Thank you for all the guidance,
patience and encouragement throughout
my lessons. I couldn't have
passed without your support.
Thank you for believing in me
and helping me to get the licence.
With appreciation,
Samjhana.



Focus Area 2: 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	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
<i>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</i>	Ongoing	Yes	Queensland Treasury takes pride in its culturally and linguistically diverse workforce and is committed to continuing to build on its diversity and equity. Through targeted strategies, Treasury has exceeded the Queensland Public Sector 2026 target of 12% representation for employees who speak a language other than English at home (CALD2). As at September 2025, Minimum Obligatory Human Resource Information (MOHRI) data shows that 14% of Treasury employees identify as CALD2, with the actual proportion likely higher given only 63% of staff responded to the survey. Representation is spread broadly across the organisation with five out of seven business areas exceeding the 2026 target. Key initiatives contributing to building Treasury's diversity and equity include: • explicitly welcoming applicants from diverse backgrounds in Applicant Packs • maintaining a dedicated webpage visible to prospective employees showcasing Treasury's diversity and inclusion commitments and progress • sharing regular social media posts highlighting Treasury's multicultural workforce and Treasury's work benefiting multicultural communities • promoting Treasury's Graduate Program with a focus on attracting diverse candidates • partnering with organisations like the Diversity Council of Australia • providing training, resources, and support for recruitment panels to ensure equity, diversity, and inclusion in selection decisions under the <i>Public Sector Act 2022</i> • supporting equitable representation at senior levels by offering targeted professional development opportunities. <i>Continued below...</i>

Agency actions	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
...Continued from above.			The 2025 Working for Queensland survey indicated even higher rates of representation with 23% of respondents speaking a language other than English at home, noting that 98% of staff responded. Of those who spoke another language at home, the most common languages were Mandarin (14%), Hindi (11%), Cantonese (7%), and Vietnamese (4%). Interestingly, 47% indicated another language many of which were grouped together due to the small number of responses in each, and even more employees (434 respondents) indicated that they speak a language other than English with their family and community. While 49% of the respondents had shared this information in the HR system (MOHRI), others cited reasons such as not seeing the relevance (45%), not perceiving benefits (33%), or not recalling being asked (40%). To address this, Treasury actively promoted the means to update this information in the HR system throughout 2025-26. Additionally, five Treasury employees identified in HR Systems as being direct descendants of South Sea Islanders brought to Australia between 1863 and 1904 to work as indentured labourers, known as Australian South Sea Islanders (ASSI). In support of the ASSI community, Queensland Treasury actively promoted the 25th anniversary of the Recognition of Australian South Sea Islanders in September 2025 and three representatives including the Executive Champion for Multicultural Treasury attended the commemorative ceremony at Parliament House. In addition to initiatives that increase workforce diversity, Treasury is committed to ensuring equitable representation across all levels of the organisation. To support this goal, Treasury provides targeted professional development opportunities for employees from culturally and linguistically diverse (CALD2) backgrounds to help build capability and support career progression. HR systems data showed that over half (54%) of employees from culturally and linguistically diverse (CALD2) backgrounds were employed in mid-level roles (AO5-AO7), with a further 19% in senior roles (AO8, SO and SES), while less than one-quarter (24%) were employed in junior-level positions (AO2-AO4).

Agency actions	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
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.	Ongoing	Yes	In addition to increasing the diversity of our workforce, Treasury continues to foster an inclusive and welcoming workplace through initiatives which include: - ensuring inclusive onboarding and induction processes - supporting Treasury's Multicultural Network which grew to 77 members by June 2026 - demonstrating visible leadership through the Executive Champion for Multicultural Treasury - ensuring culturally and linguistically diverse perspectives are included in decision-making through the Equity, Diversity, and Inclusion Steering Committee - sharing employee stories during events like Lunar New Year and Ramadan to challenge stereotypes and promote role model - promoting allyship/bystander capability and zero tolerance of racism and discrimination - encouraging employees to amplify diverse voices, participate in diversity initiatives, and champion inclusion - celebrating cultural diversity through a range of key events and awareness activities: Multicultural Queensland Month (Aug 2025) – Treasury encouraged employee participation in activities such as the LUMINOUS Lantern Parade, Vox-Pop videos on multiculturalism, and the 'QT Sounds of Harmony' Spotify playlist. Hosted themed morning teas and published articles and quizzes on cultural diversity. Promoted webinars on cross-cultural communication, cultural awareness, and addressing racism. Shared updated translation and interpretation guidelines with frontline staff. Harmony Week/International Day for Elimination of Racial Discrimination (Mar 2026) – Hosted a morning tea to celebrate and recognise of the rich cultural diversity of our workforce, demonstrate allyship, and foster connection and engagement among our Multicultural Network members and other interested staff. Members of the Executive Leadership Team attended and shared their perspectives on the importance of inclusion, cultural diversity, and creating a workplace where everyone feels valued and respected. <i>Continued below...</i>

Agency actions	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
...Continued from above.			The 2025 Working for Queensland (WfQ) survey results reflected the positive impact of our commitment to fostering an inclusive workplace. Employees from culturally and linguistically diverse backgrounds (CALD2), defined as those who speak a language other than English at home, reported higher levels of satisfaction across several aspects of workplace experience than other employees. Consistent with previous years, they reported feeling: • more respected by their managers (73% vs 66%) • more listened to (93% vs 90%), and • were more likely to believe that Treasury values their wellbeing (72% vs 66%). These results suggest that Treasury's efforts to create an inclusive and respectful workplace are being positively experienced by employees from culturally and linguistically diverse backgrounds. Most employees from culturally and linguistically diverse backgrounds (CALD2) did not perceive their cultural background as a barrier to career success at Treasury, with similar results reported by CALD2 employees (78%) and non-CALD2/non-Indigenous employees (79%). A small number of respondents to the WfQ survey identified as Australian South Sea Islanders (ASSI) but this was insufficient to produce an agency report of their perceptions of inclusion.

Agency actions	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
All Agencies Action – <i>Using the Diversity and Inclusion on Boards Toolkit, implement targeted actions to increase the cultural and linguistic diversity of representation on Queensland Government boards.</i>	In progress	Yes	Treasury aims to promote the updated toolkit to foster greater cultural and linguistic diversity across its boards.

Agency actions	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
All Agencies Action – <i>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.</i>	Ongoing	Yes	Treasury provided 2025-26 data on the cultural and linguistic diversity of boards under its remit to DPC in July 2026 .

August 2025 – Social media post



Queensland Treasury
38,464 followers
1d • Edited •

Did you know that more than 1 in 5 Queenslanders were born overseas? 🌍

With a population that represents over 220 countries and territories from across the globe, Queensland is truly a living expression of diversity and inclusion, where every culture, story and tradition adds another colourful thread to the fabric of who we are.

Together, we form a community that is stronger and brighter. In the words of **Charlotte Heck-Parsch** from our Economic Policy team, "Multiculturalism celebrates our differences while recognising the shared values that unite us."

In recognition of Multicultural Queensland Month, we asked our team what multiculturalism means to them, and their responses highlight the power of inclusion and respect in building a stronger Queensland.

📺 Watch the video and let us know what multiculturalism means to you in the comments.

#MulticulturalQldMonth #DiversityAndInclusion #InclusiveWorkplaces #CulturallyDiverseWorkforce

Louise Liddiard-Smith Akash Punjabi Supriya M. Zaman Khadimi



August 2025 – Social media post



Queensland Treasury
38,645 followers
6d • Edited •

Queensland's cultural diversity is one of our greatest strengths, and as Multicultural Queensland Month comes to a close, we're proud to share the Queensland Treasury Sounds of Harmony playlist.

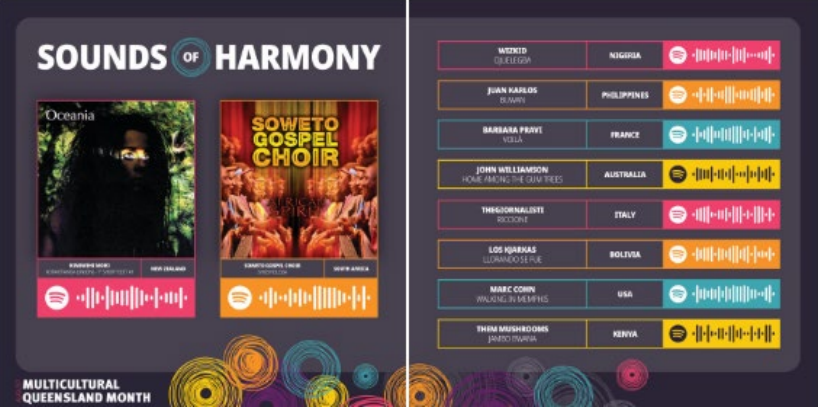
The playlist is a diverse collection of songs contributed by Treasury staff, each reflecting the rich cultures, traditions, and personal stories that define us.

One staff member shared a touching perspective, explaining how the song Kia Mau Ki Tō Ūkaipō helps them to stay connected to their homeland, Aotearoa, New Zealand.

Whether you're seeking inspiration, relaxation, or a window into new sounds, this playlist has something for everyone. Let's celebrate the stories that connect us all. 🎧

🔗 Explore the playlist here: <https://lnkd.in/gAkZmau>

#SoundsOfHarmony #MulticulturalQldMonth #OneQueenslandManyStories
| Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism



SOUNDS OF HARMONY	
WICKED (JERUSALEM)	NIIGERIA
JUAN CARLOS BLANCO	PHILIPPINES
BARBARA PRIVE	FRANCE
JOHN WILLIAMSON	AUSTRALIA
THE REGIONALISTE	ITALY
LOS HUANOS	BOLIVIA
MARC COHEN	USA
THEMA MUSHROOM	KENYA

March 2026 – Treasury Update



Celebrate Harmony Week your way

Held from 16 to 22 March, [Harmony Week](#) is the annual celebration with the theme, **everyone belongs**, recognising our diversity and bringing together Australians from all different backgrounds. There are many ways you can celebrate our differences this Harmony Week!

These include:

- Learn about [Cultural Leave](#) and how it supports our diverse workforce.
- Explore the ELT's [commitment to Inclusion Matters](#).
- Break down language barriers — familiarise yourself with how to access [interpreters and translators](#).
- Try a recipe from the [QT Multicultural Recipe Book: From our table to yours](#), featuring personal stories and dishes from our diverse team.
- Join the Taste of Harmony lunch at 1 William St. More information below.

Visit the [Harmony Week](#) website for more information.

DID YOU KNOW?

According to the [2025 Working for Queensland survey](#), 397 respondents in Queensland Treasury indicated they speak a language other than English at home. The most common are Mandarin (14%), Hindi (11%), Cantonese (7%) and Vietnamese (4%).



Interestingly, 47% indicated another language, many of which were grouped together due to the small number of responses in each.

Even more employees (434 respondents) indicated that they speak a language other than English with their family and community.

Cultural Leave – supporting our diverse workforce ❤️

18 Mar 2026

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In honour of Harmony Week 2026, you'll find updated information about **Cultural Leave** under [Types of leave](#) on Nexus!

Treasury's [commitment to diversity and inclusion](#) includes supporting the cultural and religious practices of our diverse workforce, including First Nations employees and those from culturally and linguistically diverse backgrounds.

What is Cultural Leave?

Cultural Leave allows eligible employees to observe significant cultural or religious holidays, ceremonies, or community obligations. While it doesn't provide additional leave entitlements, employees can access unpaid leave or use existing leave balances, such as recreation leave, special leave, accrued time, or flexible work arrangements.

Examples of Cultural Leave Use:

- ♥️♥️♥️ NAIDOC Week events
- 🌿 Sorry Business or funerals for First Nations elders
- 🌙 Ramadan
- 🕌 Eid
- 🌕 Lunar New Year
- 🪔 Diwali
- 🕯️ Orthodox Easter etc

Key Information for Supervisors and Employees:

- Employees should discuss leave requests with their supervisors in advance, specifying the nature of the event and providing evidence if required.
- Supervisors are encouraged to demonstrate sensitivity and flexibility when accommodating these requests.

🌐 Let's continue to foster an inclusive workplace that celebrates and supports the rich cultural diversity of our Treasury team - during Harmony Week and beyond!

🔗 [Learn more about Cultural Leave here](#)

March 2026 – [Social media post](#)**Queensland Treasury**

40,126 followers

23h • 🌐

...

Every plate tells a story. 🌍 🍽️

This Harmony Week, [#TeamTreasury](#) came together for a Taste of Harmony lunch—sharing dishes that reflect the cultures, languages and heritage that make our workplace so special.

From South African biltong to Filipino chicken adobo and Indian vindaloo, the table was full of flavour (and heart). ❤️

That diversity goes beyond the lunch table. According to the 2025 Working for Queensland survey, hundreds of Treasury employees speak a language other than English at home or with their families and communities. Mandarin, Hindi, Cantonese and Vietnamese were among the most commonly spoken—alongside many other languages that reflect the breadth of our workforce.

Here's to celebrating what makes us different—and stronger together. 🌐 ✨

[#HarmonyWeek](#) [#EveryoneBelongs](#) [#TeamTreasury](#) [#DiversityAndInclusion](#)



Focus Area 3: 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	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
<i>Create an Office of Social Impact within Queensland Treasury and work alongside impact investors, community, faith groups, philanthropists, corporates and social enterprises to co-design a roadmap for social enterprise and impact investing in Queensland.</i> <i>Establish a \$20 million per year Social Entrepreneurs Fund to support social enterprises who benefit the public, community and environment and reinvest most of their profits for that purpose to access loans and grants.</i>	Delivered	No	In November 2025, Queensland Treasury's Office of Social Impact launched the Social Enterprise and Impact Investing Roadmap 2025 (Roadmap), a four-year plan to strengthen Queensland's social enterprise and impact investing sectors and improve outcomes for vulnerable Queenslanders. Developed through consultation with more than 500 stakeholders, the Roadmap provides a coordinated framework to help social enterprises and for-purpose organisations grow, attract investment, build capability and deliver measurable social impact. The Roadmap includes several initiatives designed to support organisations at different stages of growth: • Ready to Launch Fund enables seed capital and capability support to help social entrepreneurs navigate early growth with co-investment from aligned partners. This will include a focus on significant innovation or technology supported services or products that provide social benefit to Queenslanders. • Financing Growth Fund facilitates concessional lending and offers capability support, with co-investment from aligned partners, to back growing but less-mature social enterprises and for-purpose organisations, that traditionally face under-investment, to reach full investment readiness. • Partnering for Impact Fund uses blended finance for investment-ready social enterprises and for-purpose organisations to unlock private and philanthropic co-investment and expand social impact. • Impact Revenue Investments provides flexible revenue-linked funding to help social enterprises grow sustainably and increase their impact. While the Roadmap is not targeted to any specific community cohort, it supports initiatives that can benefit Queenslanders from diverse cultural and linguistic backgrounds alongside other Queenslanders experiencing disadvantage. Through strengthening Queensland's impact economy, the Roadmap aims to support employment opportunities, community participation, innovation and improved social outcomes across the state.

Focus Area 4: 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	Progress/ status for 2025-26	Targeted inclusion of CALD cohort	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.	Ongoing	Yes	Queensland Treasury has zero tolerance for racism and is committed to preventing racism by promoting its support of the AHRC's new "There's nothing casual about racism" campaign. A variety of anti-racism resources are available via the intranet to support staff to response to and prevent racism. Treasury also encourages completion of the SBS Inclusion Program series as part of onboarding and professional development. This series is designed to enhance understanding of inclusion and support employees to actively foster a diverse and inclusive workplace. During the reporting period, 15 course completions were recorded across <i>Appropriate Workplace Behaviour</i> (5), <i>Inclusive Recruitment</i> (3), and <i>Core Inclusion</i> (7).

Case studies or good news stories highlighting achievements

OUR PEOPLE

Her Story: Speaking up for inclusion and belonging

It took the personal pain of one of her children, but she is finally ready to tell a story she has harboured for almost 50 years. The Senior Project Officer in Queensland Treasury's Inclusion division shares her journey as the daughter of migrants, growing up in Brisbane, why calling out racism is not about pity or guilt, and Treasury's commitment to diversity and inclusion through initiatives like the Queensland Multicultural Action Plan. [Read the full story to learn more about her inspiring message.](#)

Pictured right: She was born in Brisbane and has lived in the same 2km radius all her life.

There's Nothing Casual About Racism 🗣️

19 Mar 2026

The Australian Human Rights Commission (AHRC) has launched the “[There's Nothing Casual About Racism](#)” campaign, which highlights the harmful impact of everyday racism—often overlooked but deeply damaging.

At Treasury, we recognise that diversity is one of our greatest strengths. That's why we proudly support this important campaign.

🗣️ A Personal Story

A member of Treasury's Multicultural Network has shared their family's story [here](#) to spark conversation, raise awareness, and encourage us all to seek advice and call out racism when we see it. This is an example of building greater understanding and driving change.

👉 Treasury's Commitment to a Safe and Respectful Workplace

Treasury is [committed](#) to fostering a safe and respectful workplace for everyone.

- Speak up and [take action](#) against inappropriate or unreasonable behaviour.
- Reach out to HR or [EAP](#) for support if you experience or witness racism or discrimination.

👉 Systemic Bias and Anti-Racism

Racism isn't just about harmful words or individual actions—it's also about systemic biases in our society, laws, institutions, and ways of thinking. Racial inequality affects us all, and we each have a role to play in addressing it.

Anti-racism goes beyond simply being “not racist.” It's about actively taking a stand against racism wherever it occurs and supporting those advocating for justice. By committing to anti-racism, we can help build a fairer, more equal society for everyone.

📺 Learn More

The Australian Human Rights Commission campaign provides tools, stories, and resources to help you understand how racism manifests in our systems and what you can do to challenge it. Find out more on their website [Australian Human Rights Commission](#)

Let's get real about change—together. Everyone deserves to live with dignity, free from fear or discrimination.

Be part of inclusion matters:

👉 Join: one or more of our [Diversity and inclusion networks](#)

📖 Explore: Treasury's [Equity, Diversity and Inclusion Plan](#)

✉️ Email: Inclusion@treasury.qld.gov.au