

ELECTORAL COMMISSION QUEENSLAND

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
Assess delivery of elections for culturally and linguistically diverse Queensland electors, to inform improvements in the areas of service delivery, employment and training opportunities, and awareness and participation, informed by research and engagement with the sector.	Ongoing	Yes	This action has transitioned into business-as-usual activity, with ongoing work to assess and improve the accessibility of election services for culturally and linguistically diverse (CALD) Queensland electors.

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	Yes	ECQ is proud of its culturally and linguistically diverse workforce. We are currently meeting the 12% whole-of-government target for employees who speak a language other than English at home. The 2025 Working for Queensland Survey for the ECQ indicated that 20% of staff were born overseas, and 16% of staff speak a language other than English at home. ECQ will continue to support its culturally and linguistically diverse workforce in line with its Strategic Workforce 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	Yes	The 2025 Working for Queensland Survey results highlight ECQ’s cultural and linguistic diversity with 33% of ECQ staff indicating they are from an ethnic or cultural background, this result is inclusive of staff members that chose the option ‘prefer not to say’.

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 – 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	Yes	When making nominations to boards, all stakeholders are requested to consider candidates from diverse groups, including Aboriginal peoples and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, and people with disability. Recruitment and selection processes promote inclusion, equity and the reduction of barriers to participation, including by recognising transferable skills, leadership experience, lived experience and diverse employment backgrounds alongside the skills needed to contribute effectively to board decision-making.
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	Yes	ECQ provided 2025-26 data on the cultural and linguistic diversity of boards under its remit to the DPC in June 2026 to support Government to monitor and report on the diversity of Queensland Government bodies.
Implement strategies to attract, recruit and train a culturally and linguistically diverse election workforce.	Delivered	Yes	ECQ has recently updated its recruitment and selection policy to encourage selection panels to consider barriers to diversity and inclusion when undertaking selection processes to enable a broader range of candidates, and to consider equity, diversity, respect and inclusion in their applicant assessment tools.

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 Electoral Commission Queensland does not have commitments under this focus area.	N/A	N/A	N/A

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.	Ongoing	Yes	ECQ actively promotes anti-racism messages to staff. The staff onboarding program includes diversity and inclusion training which all staff are required to complete. In addition, cultural capability training is provided, enhancing the skills of staff to interact respectfully and effectively with diverse communities, particularly First Nations peoples.