

DEPARTMENT OF SPORT, RACING AND OLYMPIC AND PARALYMPIC GAMES

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
The Department of Sport, Racing and Olympic and Paralympic Games does not have commitments under this focus area.			No response provided.

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.	Ongoing	No	Based on the June 2026 Workforce EEO Census data, employees from Culturally and Linguistically diverse (CALD) backgrounds who speak a language other than English at home represent 2.45 per cent of the Department of Sport, Racing and Olympic and Paralympic Games (DSROPG) workforce. Results from the 2025 Working for Queensland Survey show 9 per cent of DSROPG employees speak a language at home other than English, higher than what is reported in the Workforce EEO census data. DSROPG remains committed to increasing the representation of CALD employees and is actively implementing strategies based on recommendations from our annual Equity and Diversity Audit.
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	No	The DSROPG 2025 Working for Queensland Survey results are consistent with the previous year, indicating that employees who identify as CALD continue to report more positive progress in relation to the gender pay gap, opportunities, fairness and transparency. DSROPG supports inclusive workplace practices through access to the SBS Inclusion Program, including modules on core inclusion, cultural diversity and inclusive recruitment. It also promotes membership with Diversity Council Australia, providing employees with access to research, events, forums and practical inclusion resources.

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
			In addition, DSROPG has implemented a range of initiatives to strengthen inclusion and foster a respectful workplace culture, including: • a Champions model, with senior leaders across the department representing key areas of focus, including multiculturalism • recognition and celebration of significant days and events, such as Multicultural Queensland Month, Harmony Week and the International Day for the Elimination of Racial Discrimination • promotion of the Australian Human Rights Commission's "There's nothing casual about racism campaign" • Our People, Our Story features on our intranet, which provide opportunities for employees to share their lived experiences • implementation of DSROPG's Team Sport Everyday values and behaviours • continued focus on employee wellbeing and mental health.
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.			No response provided.
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.			No response provided.

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 Department of Sport, Racing and Olympic and Paralympic Games does not have commitments under this focus area.			No response provided.

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.	In progress	No	DSROPG continues to partner in 'Play By the Rules' which is an independent platform focussed on supporting volunteers, administrators, coaches, officials and parents to address issues of fair play and respect in community sport. 'Play By the Rules' provides resources, training and guidance on creating and maintaining safe, fair and inclusive community sport environments, addressing key issues including cultural safety and racism.
Drive inclusion and community connections for people from culturally and linguistically diverse backgrounds through initiatives to support grassroots participation in sport and recreation.	Ongoing	No	For 2025-2026 financial year, DSROPG programs included: - Play On! Sports Vouchers aims to reduce the cost of participation in joining local clubs, trying new sports, and staying active in their communities with a voucher valued up to \$200. In 2025-26, 28.22% per cent of vouchers were redeemed for children that identified as CALD. - SwimStart (now Play On! Learn to Swim) Vouchers aim to assist low-income families reduce the cost of swimming lessons for young Queenslanders with a \$150 voucher. In 2025-26, 13.3 per cent of vouchers were redeemed for children that identified as CALD.