Trade and Investment Queensland
Queensland Multicultural Action Plan report for 2025-2026

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	Yes	TIQ continues to monitor workforce diversity through annual Equity and Diversity Audits, workforce reporting and employee feedback mechanisms. The 2025 Equity and Diversity Audit identified that 43.33% of employees were born overseas and 33.33% reported speaking a language other than English at home, exceeding the Queensland Government target of 12% for employees who speak a language other than English at home. Workforce data is used to inform equity and diversity planning, targeted attraction strategies and annual action planning. In addition, TIQ's international footprint creates opportunities to recruit employees with diverse cultural and linguistic backgrounds. Recruitment for overseas-based roles may require proficiency in a relevant local language to support stakeholder engagement, market development and trade outcomes in international markets. TIQ is also working to improve the quality and completeness of Equal Employment Opportunity (EEO) data by exploring barriers to employee disclosure and implementing strategies that support safe self-identification.
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	TIQ uses Working for Queensland survey results, workforce data and annual Equity and Diversity Audit findings to monitor inclusion outcomes and identify improvement opportunities. Survey results continue to inform workplace initiatives, leadership capability development, diversity awareness activities and future Equity and Diversity Plan actions. The annual audit process supports ongoing monitoring of workforce representation, inclusion outcomes and employee experience across diversity cohorts.

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.	Ongoing	No	TIQ recognises the importance of diverse representation in governance and decision-making. Diversity considerations continue to be incorporated into governance and appointment processes where appropriate.
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]	Ongoing	No	TIQ complies with relevant reporting requirements relating to Board membership and diversity data. Delivered through the TIQ Equity and Diversity Audit Report 2025/26.
Deliver training to improve the cross-cultural capability of staff to better understand and meet the needs of culturally and linguistically diverse communities.	Ongoing	Yes	TIQ delivers cultural capability and inclusion learning through its *Equity and Diversity Plan 2024-2027* and Mindful Mates Program. During 2025-26, initiatives included diversity and inclusion awareness activities, promotion of Multicultural Queensland Month, SBS Inclusion Program training and delivery of cultural capability learning opportunities.

Focus Area Two: Case studies or good news stories (Optional, not mandatory)

Building an Inclusive Global Workforce

Summary

Trade and Investment Queensland operates across 27 international locations and maintains a highly diverse workforce. The 2025 Equity and Diversity Audit found that 43.33% of employees were born overseas and 33.33% speak a language other than English at home, substantially exceeding the Queensland Government target for linguistic diversity. Through initiatives delivered under the *Equity and Diversity Plan 2024-2027* and the Mindful Mates Program which includes an annual Wellbeing and Diversity Calendar, TIQ continues to promote cultural awareness, inclusion and belonging across its global workforce. Activities aligned to Multicultural Queensland Month and other diversity and inclusion events help build cultural capability, celebrate diversity and strengthen understanding of the diverse communities TIQ serves both in Queensland and internationally.

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**
Shared Action with DTET - Strengthen the energy workforce by establishing priority processing for the State Nominated Skilled Migration program for relevant energy workers under the Clean Energy Workforce Roadmap.	Delivered	No	This action was completed in 2024-2025 and the outcomes continue to support Queensland's workforce priorities through the ongoing operation of the State Nominated Migration Program. The State Nominated Migration Program (SNMP) continues to be a small, targeted migration pathway that supports Queensland Government priorities and assists in addressing critical workforce shortages across key sectors, including the energy industry.
Through the SWAO, develop and deliver strategies to attract a skilled and talented workforce to meet Queensland labour market needs.	Delivered	No	The SWAO has undertaken consultation across regional Queensland on a possible state-led Designated Area Migration Agreement (DAMA) to inform a Queensland Government position. As part of this process, feedback was sought on initiatives undertaken to attract, settle and retain skilled migrants to help address workforce shortages that can't be met locally. The SWAO has also delivered four "Accessing global talent" employer seminars in regional Queensland, specifically Mackay, Rockhampton, Cairns and Toowoomba with three more planned in early 2026-27.
Undertake Export and Investment roadshows for Migration Queensland business visa holders and migration agents/immigration lawyers to facilitate investment in a Queensland regional area in conjunction with Mayors, local councils, and businesses.	Not delivered	No	The Business Innovation and Investment Program (BIIP) is a legacy program that was closed to new applicants since 2024. There were no roadshows undertaken for existing business visa holders or migration agents/immigration lawyers in 2025-26.

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**
Continue to deliver the Queensland International Education and Training Strategy 2022-2027 to support the international student experience and enable employability opportunities.	Delivered	Yes	In 2025-2026, Study Queensland, a business unit within TIQ, delivered a suite of student support and employability initiatives under the Queensland International Education and Training Strategy 2022-2027 to enhance the student experience of Queensland's international students, who represented more than 162 nationalities in 2025. Outcomes include: • Providing a free 1800QSTUDY hotline for international students to access 24/7 support, including urgent after-hours services. • Ensuring newly arrived international students to Queensland have access to immediate information on support and services through the Study Queensland Welcome Desk at Brisbane International Airport. • Providing an annual grant to five regional industry peak bodies in the Gold Coast, Cairns, Townsville, Toowoomba, and the Sunshine Coast to deliver localised student support services. • Delivering the Talent-Ed, a student employability program to increase students' employability skills and employment outcomes through a series of activities including innovation challenges, webinars and employer education sessions on hiring international talent. The program engaged approximately 1000 international students and industry members in 2025-2026.

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	No	TIQ promotes a culture of inclusion, respect and belonging through implementation of its *Equity and Diversity Plan 2024-2027*, supported by the Mindful Mates Program and annual Wellbeing and Diversity Calendar. During 2025-26, employees participated in diversity, inclusion and cultural capability initiatives designed to increase awareness of racism, discrimination, cultural diversity and respectful workplace behaviours. Activities included recognition of Multicultural Queensland Month and associated training, NAIDOC Week, Pride Month and International Day of People with Disability. The 2025 Equity and Diversity Audit identified that 43.33% of employees were born overseas and 33.33% speak a language other than English at home, demonstrating the strong cultural and linguistic diversity of TIQ's workforce. These initiatives support greater cultural awareness, stronger inclusion and belonging, and contribute to fostering a culturally safe and respectful workplace for employees from diverse backgrounds.