

QUEENSLAND MENTAL HEALTH COMMISSION

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
Shared Action with Health and Wellbeing Queensland - Develop a Strategy to improve the overarching mental health and wellbeing of Queenslanders, including a focus on the needs of culturally and linguistically diverse communities.	Delivered	Yes	On behalf of the Queensland Government, the Queensland Mental Health Commission (the Commission) developed, monitors and reports on the implementation of <i>Shifting minds: The Queensland Mental Health, Alcohol and Other Drugs, and Suicide Prevention Strategic Plan 2023–2028 (Shifting minds)</i>. <i>Shifting minds</i> is supported by three sub-plans: • <i>Achieving balance: The Queensland Alcohol and Other Drugs Plan 2022–2027</i> • <i>Every life: The Queensland Suicide Prevention Plan 2019–2029</i> • <i>The Queensland Trauma Strategy 2024–2029</i>. Each plan has a specific focus on groups disproportionately impacted by mental health challenges, alcohol and other drugs (AOD) harms, suicide, and trauma. Culturally and linguistically diverse (CALD) communities are identified as a priority population across all plans.

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
			In the past 12 months, the Commission has undertaken a range of activities to develop and implement actions identified in these plans with a focus on improving the mental health and wellbeing of CALD communities, including: 2024 Mental Health and Wellbeing (MHWB) Grants The following initiatives were funded through the 2024 Mental Health and Wellbeing Grants Program, which was established to support implementation of Recommendation 19 of the <i>Queensland Parliament's Mental Health Select Committee Inquiry into opportunities to improve mental health outcomes for Queenslanders</i>. The initiatives also align with the strategic directions of <i>Thriving Lives</i>, <i>Connected Communities</i> and <i>Shifting minds</i> to strengthen mental health and wellbeing across Queensland communities. <i>People Power Services – Inkingi: Pillars of Strength and Mental Wellbeing for African Migrants and Refugees</i> A weekly, strengths-based psychosocial program providing individual, group and peer support to build mental health awareness and stress management skills tailored to African migrants and refugees. \$98,920 (ex GST), funded through the MHWB Grants; the program was completed in 2025–26. <i>Townsville Multicultural Support Group Inc. – Eco-Enzyme and Gardening Hub for Wellbeing</i> A community-based initiative using gardening, bilingual support and storytelling to build social connection and wellbeing, with a focus on newly arrived refugees and vulnerable migrant women. \$147,115.39 (ex GST) funded through the MHWB Grants. Program to be completed in 2026–27.

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
			<i>Ethni Inc. – Big Sis</i> A peer-led psychosocial initiative supporting young women from CALD backgrounds. \$148,720 (ex GST) funded through the MHWB Grants. Program to be completed in 2026–27. Better Futures Grant The following initiative was funded through the Better Futures Grant Program, established by the Commission to generate evidence and test sustainable approaches to improving the mental health and wellbeing of Queenslanders. <i>The University of Queensland – Mindfulness App</i> A co-designed and translated mobile mindfulness app to increase access to healthcare and community support for perinatal women from CALD backgrounds in a sustainable and cost-effective way. \$249,800 (ex GST) funded through the Better Futures Grant. Program to be completed in 2026–27. <i>The University of New South Wales – Co-creating next-generation trauma-responsive virtual reality (VR) tools</i> The university partnered with the Queensland Program of Assistance to Survivors of Torture and Trauma to deliver culturally responsive, trauma-informed VR workshops with a Ukrainian client group, adapting and testing the EmbodiMap VR experience. In collaboration with Queensland University of Technology, the project explored whether co-designed VR tools can improve mental health and wellbeing outcomes for people from refugee backgrounds, with an optional epigenetics component to measure potential changes.

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
Facilitate the delivery of resources and community-based programs to reduce alcohol and other drugs related harms in culturally and linguistically diverse communities as part of implementing <i>Achieving balance: The Queensland Alcohol and Other Drugs Plan 2022-2027</i> .	In progress	Yes	The Commission established the Community AOD Primary Prevention Program to support community-driven initiatives that prevent AOD harms and strengthen wellbeing across Queensland. In Round 2, the Commission has funded World Wellness Group to develop resources and culturally based early intervention programs outside of the health system that aim to reduce and prevent AOD-related harms to CALD communities. This project aims to: - strengthen AOD prevention, early intervention and harm reduction responses in CALD services; and - facilitate system-level change by improving collaboration, capability and integration between alcohol and other drug and CALD service sectors across Queensland. The projects will contribute to building understanding of, and improving access to, culturally safe AOD resources, programs and services while strengthening community networks. This work will also contribute to meeting the needs of CALD individuals and communities supported by AOD services.
Implementation of <i>The Queensland Trauma Strategy 2024-2029</i>	In progress	Yes	Facilitate early implementation of the whole-of-government <i>The Queensland Trauma Strategy 2024–2029</i> by supporting culturally responsive, community-led and trauma-informed initiatives that address the needs of CALD Queenslanders. - In June 2026, the Commission entered into a Memorandum of Understanding (MOU) with the Department of Families, Seniors, Disability Services and Child Safety (DFSDSCS) to provide funding of \$150,000 (ex GST) for the Resource Development for CALD Communities Project. - DFSDSCS will procure an external supplier with CALD and specialist Domestic Family and Sexual Violence (DFSV) expertise to engage with CALD community organisations and leaders using a tailored, culturally safe approach to DFSV risk assessment and safety management with CALD communities in line with the DFV Common

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
			Risk and Safety Framework (CRASF), including appropriate implementation resources to embed the approach at a systems-level. By aligning with the CRASF, the project will ensure a whole-of-system approach, promoting individualised practices that are culturally safe and responsive to the unique and intersecting needs of CALD communities, while ensuring application of the CRASF remains consistent and effective.
Suicide Prevention for Men and Boys Grant Program	In progress	Yes	Men continue to be overrepresented in suicide statistics, accounting for approximately 75% of suicides in Queensland. In response, the Suicide Prevention for Men & Boys Grant Program was released in December 2025, providing \$3 million to support innovative initiatives that reduce suicide among men and boys and strengthen the evidence base on what works in suicide prevention. To support greater participation from CALD organisations and communities, the Grant Program included a priority area focused on strengthening gender-responsive and culturally safe service systems, including integrated, gender-responsive, culturally safe and whole-of-family/kin-based approaches that address stigma and respond to the needs of First Nations people, young people, and CALD men and boys.

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

Inkingi: Building Pillars of Wellbeing in Logan's African Communities

A community-led model for making mental health conversations accessible

Inkingi, Kinyarwanda for "pillar", was a two-year community-led mental health and wellbeing project delivered by People Power Services and funded by the Commission. It was designed to reach African migrant and refugee communities in Logan who often face real barriers to accessing mainstream mental health support, including stigma, mistrust of formal systems, and the compounding effects of displacement and settlement stress.

Rather than delivering services through a clinical setting, Inkingi worked through spaces communities already trusted: women's and men's wellbeing groups, youth activities, cultural events and community partnerships. The evaluation found this approach was effective in opening up conversations about mental health that may not otherwise have taken place.

Project reach

Over the reporting period, Inkingi recorded:

- 40+ attendances at women's wellbeing workshops across a three-month period alone (14 participants in March 2026, 11 in April, 15 in May), in addition to attendance from earlier workshops and community events
- 16 participant evaluation surveys, primarily narrative, capturing feedback in participants' own words
- 12 partner organisations, including the Rwandan Association of Queensland, Women's Power of Inspiration, Queensland Transcultural Mental Health, Wesley Mission, Rotary Club of Archerfield, and Broken Shackles / Imanzi Cultural Collective

What participants said

Participants described the program as a space where they felt understood and less isolated. One woman said that before joining she "mostly kept my worries to myself", and that meeting other women with similar experiences "made me realise I'm not alone."

Feedback from the men's groups, which engaged Rwandan and Banyamulenge men in particular, described the value of a space to "speak openly, learn from each other, and discuss challenges without feeling judged."

Youth participants, engaged through a partnership with Broken Shackles / Imanzi Cultural Collective, reported similar shifts. One wrote that the program helped them learn "it is okay to talk to people I trust instead of keeping everything to myself."

Reaching diverse communities

Inkingi engaged Rwandan, Burundian, Congolese and Banyamulenge community members, who have distinct histories but face similar settlement challenges in Queensland. Separate activities were run for women, men and young people, alongside cultural events such as the Kwibuka remembrance activities. Queensland Transcultural Mental Health Centre, the project's specialist mental health partner, said the collaboration built relationships with African communities that can be sustained beyond the project.

Why the model matters

The evaluation found that meeting people through trusted community relationships, rather than asking them to attend a clinical setting first, reached participants who would not otherwise have engaged with mental health support. Participants and partners asked for the program to continue, with more frequent sessions and expanded youth and men's activities. The evaluation recommends building on this model in future funding rounds.

Focus Area Two: Drive Diversity and Inclusion across the Public Sector

A diverse and inclusive workforce that represents 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	As at 30 June 2026, 23.6 per cent of employees at the Commission identified as CALD and may speak a language other than English at home. This represents 12.2 FTE of a total of 51.62 FTE (temporary and permanent) employees. This is an increase from 10.9% (5.47 FTE of 50 FTE) in the previous reporting period. The Commission continues to review and strengthen its recruitment strategy to broaden reach and attract a more diverse workforce.
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 Commission monitors Working for Queensland (WfQ) survey results on cultural diversity and inclusion. In the 2025 survey, 40 staff responded, a response rate of 73%. The Commission has fewer than 60 staff, so these results are based on small numbers and a single response can move a figure by several percentage points. The Commission uses the results to track direction over time rather than as a precise measure. The Commission also continues to review its recruitment strategy to attract a diverse workforce. Of the 756 applications received in 2025–26, 211 applicants (28%) came from a non-English-speaking background, compared with 178 of 594 applications (30%) in 2024–25.

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
			WfQ survey results relevant to culturally and linguistically diverse employees were: - 43% of staff born outside Australia or who speak a language other than English at home said they are invited to share their cultural perspective at work, up 2 points on 2024 and 2 points above the Queensland public sector result - 64% said they feel comfortable sharing that perspective, unchanged from 2024 and 4 points above the sector result - 64% said their experiences and perspectives are respected, unchanged from 2024 and 8 points above the sector result - The Commission scored 51% positive overall on cultural safety for culturally and linguistically diverse staff.
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	The Commission conducted a recruitment process for members of the independent Queensland Mental Health and Drug Advisory Council, recognising the importance of including representatives from CALD communities. Recruitment advertisements targeted networks and communities that could increase the likelihood of appointing a CALD representative. The selection panel closely monitored the recruitment process and implemented strategies to maximise the success of this objective.
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	Delivered	Yes	The Commission continues to review its recruitment strategy to attract and retain a diverse Queensland Mental Health and Drug Advisory Council (the Council). As recruitment is ongoing, Council diversity data is not yet available. However, diversity data from applicants during 2025–26 demonstrates strong representation across a range of groups:

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
diversity of Queensland Government bodies. ¹			- 14% were born in a mainly non-English-speaking country - 23% spoke a language other than English at home - 64% identified as female - 35% identified as male - 6% identified as Aboriginal and/or Torres Strait Islander peoples - 15% identified as LGBTIQ+ - 25% identified as having a disability - 18% were from regional and remote Queensland

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 in participating in economic opportunities aligned with their skills and ambitions.

Agency actions supporting Focus Area Three	Progress status for 2025-2026	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
The Queensland Mental Health Commission has no commitments under this focus area.	Choose a status	Choose a response	NA

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 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.	Delivered	Yes	- The Commission takes a strong stance against racism and promotes anti-racism messages to staff, clients and communities. This is delivered through regular meetings with multicultural mental health organisations, participation in community events, speaking engagements and liaison with key stakeholders. - The Queensland Mental Health Commissioner attended and spoke at CALD-focused events in 2025-26, including: - o hosting colleagues from Singapore’s Ministry of Health Office for Healthcare Transformation to discuss digital mental health, youth wellbeing and access to care - o meeting with the Brisbane Filipino community and speaking at an event organised by the Philippine Consulate Queensland and World Wellness Group to support mental health and suicide prevention, reduce stigma around mental health, and encourage help-seeking early - o celebrating the 30th anniversary of the Queensland Transcultural Mental Health Centre, recognising three decades of supporting culturally responsive mental health care for Queensland’s diverse communities - o participating in the Hauora hinengaro: He ara tūroa: Mental Health: An enduring pathway conference, organised by TheMHS Learning

Agency actions supporting Focus Area Four	Progress status for 2025-2026	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
			Network Inc. and Te Hiringa Mahara - Mental Health and Wellbeing Commission ○ hosting a delegation of suicide prevention professionals from Gyeonggi Province, South Korea ○ meeting with Australian and New Zealand Mental Health Commissioners to discuss collaboration and share reform insights across jurisdictions ○ speaking at the Queensland Mental Health Week Awards 2025, hosted by Open Minds. The 2025 CALD Award was presented to Dr Sudipto Roy of the Townsville Medicare Mental Health Centre, for work with the Townsville Multicultural Support Group providing culturally appropriate mental health services ○ meeting with the African Professionals of Australia ○ celebrating 25 years of recognition for Australian South Sea Islanders, Queensland, and ○ meeting with the Mater Refugee and Multicultural Mental Health Team. - Promotion of Harmony Week 2025 and 2026 on the Commission's social media pages. - A presentation was given to Commission staff about 'community and social cohesion' during the Queensland Multicultural Month. The presentation covered the <i>Multicultural Recognition Act 2016</i>, Multicultural Queensland Charter, Queensland Multicultural Policy, and the Multicultural Action Plan. - The Commission's multicultural-focused sponsorships for the 2025-26 year were:

Agency actions supporting Focus Area Four	Progress status for 2025-2026	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
			○ Fossung Multicultural and Education Services allocated \$10,000.00 (ex GST) for Belonging Builds Wellbeing: Multicultural Youth and Family Mental Health Forum—Ipswich LGA. ○ Multicultural Families Organisation Inc allocated \$7,750 (ex GST) for Ready Together: Supporting CALD Youth into High School. ○ Multicultural Families Organisation Inc. allocated \$10,000 (ex GST) for Youth Voices: Breaking Barriers to Mental Health Support. ○ The Migrant Centre Organisation Inc. allocated \$10,000 (ex GST) for Mental Health Matters. - The Commission funds Queensland Mental Health Week (QMHW) and its community events grants program. ○ The Ethnic Communities Council of Queensland (ECCQ) was represented on the QMHW Reference Group and the QMHW Working Group. ○ In 2025, QMHW was coordinated by CheckUP and saw more than 411 public events across Queensland. The Commission invested \$150,000 (ex GST) through the grant program to support 152 community events, including a grant to North Queensland Ummah Care Ltd to mark the week with Townsville CALD communities. ○ QMHW posters were available for download in Arabic, Chinese (simplified), Chinese (traditional), Japanese, Korean, Punjabi, Spanish and Vietnamese. ○ QMHW survey respondents reported strong community participation, including from CALD communities. - Stigma and discrimination affect people with lived and living experience of mental health and AOD challenges and of suicide and remain a significant

Agency actions supporting Focus Area Four	Progress status for 2025-2026	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
			barrier to help-seeking and recovery for many Queenslanders. Reducing stigma remains a key priority under the Commission's Strategic Plan. ○ In 2025–26, work continued to deliver a stigma reduction program in response to Recommendation 5 of the Queensland Parliament's Mental Health Select Committee Inquiry into opportunities to improve mental health outcomes for Queenslanders, published in 2022, including a public health campaign which is scheduled for launch in early 2027. ○ To complement the campaign, the Commission is partnering with an expert organisation to develop digital resources that empower Queenslanders to recognise stigma, understand its impacts, and safely support people experiencing mental health challenges. These resources will be developed in partnership with Queensland people with lived-living experience, including representation from CALD communities. ○ A grant package for Mental Health First Aid was also released as part of supporting QMHW 2026, delivering \$150,000 back into the community. This will equip more community leaders, organisations and Queenslanders with the tools and confidence to support others in need. - The Commission has supported advocacy on the needs of LGBTIQ+ people from CALD communities, recognising that legal protections and community attitudes differ widely by country of origin. The Commission has worked with stakeholders to identify barriers and progress initiatives that make health services more accessible for these communities. - When recruiting members to project and implementation groups, the Commission and its funded programs actively seek people from CALD backgrounds so those communities are represented in how the Commission's strategies and activities are delivered.

Agency actions supporting Focus Area Four	Progress status for 2025-2026	Targeted inclusion of CALD cohort	Outcomes achieved for people from culturally and linguistically diverse backgrounds
			- The Commission has been advocating for equitable health accessibility in line with its policy principles. The Commission has liaised with Queensland Health to explore options for maintaining continuity of health measures following the lapse of a directive, aiming to ensure that people fleeing the conflict in Israel and Gaza, who are currently ineligible for immediate Medicare benefits, have access to affordable health interventions (see case study below). - Through its public-facing communication channels, the Commission tailors communications to be inclusive for diverse populations. Specific communications acknowledging and supporting CALD communities' mental health and wellbeing have been prepared in 2025-26. - The Commission continues to respond to public enquiries in a culturally inclusive manner, tailoring communication to improve access and ensure services are equitable for diverse populations. Interpreter services are provided when required.

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

In 2025, the Queensland Mental Health Commission (the Commission) brought government and non-government organisations together to strengthen support for Queensland communities affected by conflict overseas.

Recognising the mental health and wellbeing impacts that international conflict can have on individuals, families and communities in Queensland, the Commission worked across sectors to identify emerging needs, strengthen coordination and support practical responses.

This collaboration involved Queensland Health, Multicultural Affairs Queensland, the Department of Education, the Australian Government Department of Home Affairs and leading multicultural and mental health organisations. The coordinated response contributed to a range of measures, including:

Improved access to health care: Queensland Health recognised people fleeing the conflict in Israel and the Occupied Palestinian Territories as asylum seekers for the purpose of accessing physical and mental health services.

Trauma-informed community support: Multicultural Affairs Queensland funded the Queensland Program of Assistance to Survivors of Torture and Trauma to develop and deliver targeted, trauma-responsive and pro-social interventions for affected communities, with a focus on reducing community tensions and strengthening social cohesion.

Support for schools and families: The Department of Education, Multicultural Affairs Queensland and the Australian Government Department of Home Affairs, working with a sector representative, supported Queensland school principals and staff to better understand how overseas conflict can affect students and their families, and how schools can respond appropriately.

Expanded mental health support: Multicultural mental health organisations expanded existing telephone support services to respond to increased demand from affected communities.

The work demonstrated the value of early, coordinated action across health, education, multicultural affairs and community organisations when international events have direct mental health and wellbeing impacts within Queensland. It also highlighted the Commission's system stewardship role in bringing partners together, identifying gaps and helping translate emerging community needs into coordinated responses across portfolios.