

Strategic Plan 2026–2027

OUR VISION

A Queensland where human rights are real for everyone.

OUR PURPOSE

To prevent discrimination and strengthen human rights in Queensland to build a fairer, safer, and more inclusive community.

OUR VALUES

Independence, respect, inclusion, diversity, integrity.

We respect, protect, and promote human rights in everything we do.

OUR OBJECTIVES

PROMOTING SELF-DETERMINATION FOR FIRST NATIONS PEOPLES

WORK collaboratively to realise cultural rights for First Nations Peoples.

PROVIDE a culturally appropriate and safe experience.

WORK with communities to promote and strengthen understanding of human rights and discrimination, including cultural rights in changing environments.

PROMOTING EQUITABLE COMMUNITIES

LEAD and promote public discussion on human rights and anti-discrimination in Queensland.

SUPPORT organisations to understand and apply human rights and discrimination laws.

ENGAGE with Queensland communities to strengthen their understanding of human rights and discrimination protections.

IMPROVE access to human rights and anti-discrimination education for everyone in Queensland.

PREVENTING AND RESPONDING TO HARM

PROVIDE an easily accessible dispute resolution process.

WORK collaboratively to identify, respond to and prevent systemic causes of discrimination and violations of human rights.

HIGHLIGHT serious human rights and discrimination issues in Queensland.

OPTIMISING OUR CAPACITY

IMPROVE services across Queensland to ensure a consistent and quality approach.

ENABLE performance and innovation by improving and investing in our systems and technologies.

SUPPORT a sustainable, skilled, resilient and future-ready workforce through ongoing development, collaboration and learning.

OUR MEASURES

- Increased awareness and understanding of human rights and discrimination for First Nations peoples in Queensland.
- Increased public understanding and acceptance of human rights.
- Timely, effective and culturally safe delivery of dispute resolution services.
- Increased capability of organisations to prevent discrimination and protect human rights.
- Strengthened collaboration with stakeholders on law and policy.
- Improved employee safety and engagement.
- Completion of change and improvement projects.

RISKS AND OPPORTUNITIES

- Sustain meaningful stakeholder engagement across changing political and policy environments.
- Flexible processes and scalable technologies across the Commission, including to manage increasing complaint volumes and complexity.
- Collaborations and strategic partnerships that raise awareness and strengthen human rights in Queensland.
- Building and maintaining a skilled, diverse team.
- Embedding cultural and psychosocial safety across the workplace.