



Strategic plan 2025 - 2027

May 2025

This plan outlines the strategic direction for the Queensland Human Rights Commission (QHRC) for the period 2025-27. It provides the framework for operational planning and actions to ensure the Commission delivers services in an efficient, effective and accountable manner, prioritising those whose human rights are most at risk. The implementation of this strategic plan will be reported publicly through the Commission's Annual Report. As an independent statutory body, the QHRC is accountable to Parliament through the Attorney-General and Minister for Justice. Our operational objectives are directly aligned to the objectives of our governing legislation, the Anti-Discrimination Act 1991 and Human Rights Act 2019.

OUR VISION

A Queensland where human rights are real for everyone.

OUR PURPOSE

To protect and promote freedom, respect, equality and dignity.

OUR VALUES

Independence, respect, inclusion, diversity, integrity.

Our strategic plan aligns with the Queensland Government's objectives for the community. The QHRC promotes a rights-based culture that strengthens community safety, fairness, and social cohesion by **promoting equitable communities** across Queensland. By **preventing and responding to harm** and protecting human rights and addressing discrimination, the QHRC drives greater access to essential services, supports economic participation, and helps deliver better health, housing, and employment outcomes for all Queenslanders. Through fostering an inclusive, accessible society, the QHRC can help to position Queensland as a global leader ahead of the 2032 Olympic and Paralympic Games. This work supports the Queensland Government's vision for a safer, fairer Queensland.

OUR OBJECTIVES

PROMOTING SELF-DETERMINATION FOR ABORIGINAL PEOPLES AND TORRES STRAIT ISLANDER PEOPLES

WORK collaboratively to identify and dismantle structural barriers for First Nations peoples.

PROVIDE a culturally appropriate and safe Commission experience.

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

PROMOTING EQUITABLE COMMUNITIES

LEAD public dialogue on human rights in Queensland.

MAKE effective human rights protections and education more accessible to all people in Queensland.

ENGAGE and strengthen Queensland communities on rights and responsibilities in constantly changing environments.

IMPLEMENT, enforce and educate on the effective response to hate speech and vilification.

PREVENTING AND RESPONDING TO HARM

WORK collaboratively to identify and eliminate systemic causes of discrimination and violations of human rights.

ENCOURAGE and support Queensland to prevent discrimination and protect human rights.

IDENTIFY and call out serious human rights issues in Queensland.

PROVIDE an easily accessible dispute resolution process.

OPTIMISING OUR CAPACITY

DELIVER consistent and quality services across Queensland's communities.

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

SUPPORT our staff.