

Engagement for the new Ministry for Ethnic Communities

Voices of the Communities on 'what really matters':
A summary

Overview of the engagements

Background

On 1 July 2021, Aotearoa New Zealand will have a new Ministry for Ethnic Communities, with the Minister for Diversity, Inclusion and Ethnic Communities as the responsible Minister. This is the first time Aotearoa New Zealand's communities who identify their ethnicity as Middle Eastern, Latin American, Continental European, Asian or African will have had this level of representation in government.

The Minister for Diversity, Inclusion and Ethnic Communities wanted ethnic communities to have a say in shaping the new Ministry. In April and May, the Office Of Ethnic Communities – te Tari Matawaka, on behalf of the Minister, asked ethnic communities to tell us where the new Ministry should put its effort.

This document summarises the key areas that ethnic communities told us are important for the Ministry to focus on, and their vision for the future of the Ministry.

Our approach

The engagement, which ran from 17 April to 14 May 2021, was open for all members of the diverse ethnic community in New Zealand to provide feedback. We provided a range of options to enable communities to participate and contribute their voice. We held 29 sessions across the country, and heard from about 660 people including through online and email feedback. We heard from a range of voices including recent migrants, long-time settlers, former refugees, international students, and community leaders and organisations.

These conversations were designed to test and build on what we have already heard from communities – rather than starting from a blank page.

Key principles for the engagements



Supporting communities to design their future

- We ensure the priorities begin from the community.
- We are actively listening and gathering the most salient and important priority areas from the community, not predetermining the outcomes.



Showing manakitaanga for all people we engage with

- We treat people and their stories, experiences and dreams for the future as precious taonga.
- We show kindness and humility in all our interactions with the community.



Operating with flexibility

- We provide multiple ways for the community to contribute (online, in-person, small groups or large groups).
- We enable people to communicate in their own voice (e.g. writing in their own language, visuals instead of written contributions, time for quiet reflection).



Continuing to build on what has gone before

- We acknowledge that these engagements build on what communities have already told us, and current work at the Office of Ethnic Communities.
- We acknowledge that these engagements are part of ongoing engagements between the Ministry and communities.
- We acknowledge that different priorities may have surfaced from the Covid-19 pandemic and want to hear how things have changed.



Respecting people's contributions by showing transparency and accountability

- We are upfront and tell communities how their insights and information are being used.
- We will close the loop with communities (e.g. sharing the outcome of the engagements on social media and on the website).

Who we spoke with



29 COMMUNITY ENGAGEMENTS ACROSS NEW ZEALAND

FACE TO FACE ENGAGEMENTS

11 Drop-in sessions

08 Leader sessions

04 Women sessions

04 Youth sessions

02 Senior sessions

METHODS OF PARTICIPATION

531 Face to face engagements

18 Email feedback

96 Online platform



645 TOTAL NUMBER OF PEOPLE WE HEARD FROM

ENGAGEMENT LOCATIONS



Communities told us their aspirations for the new ministry

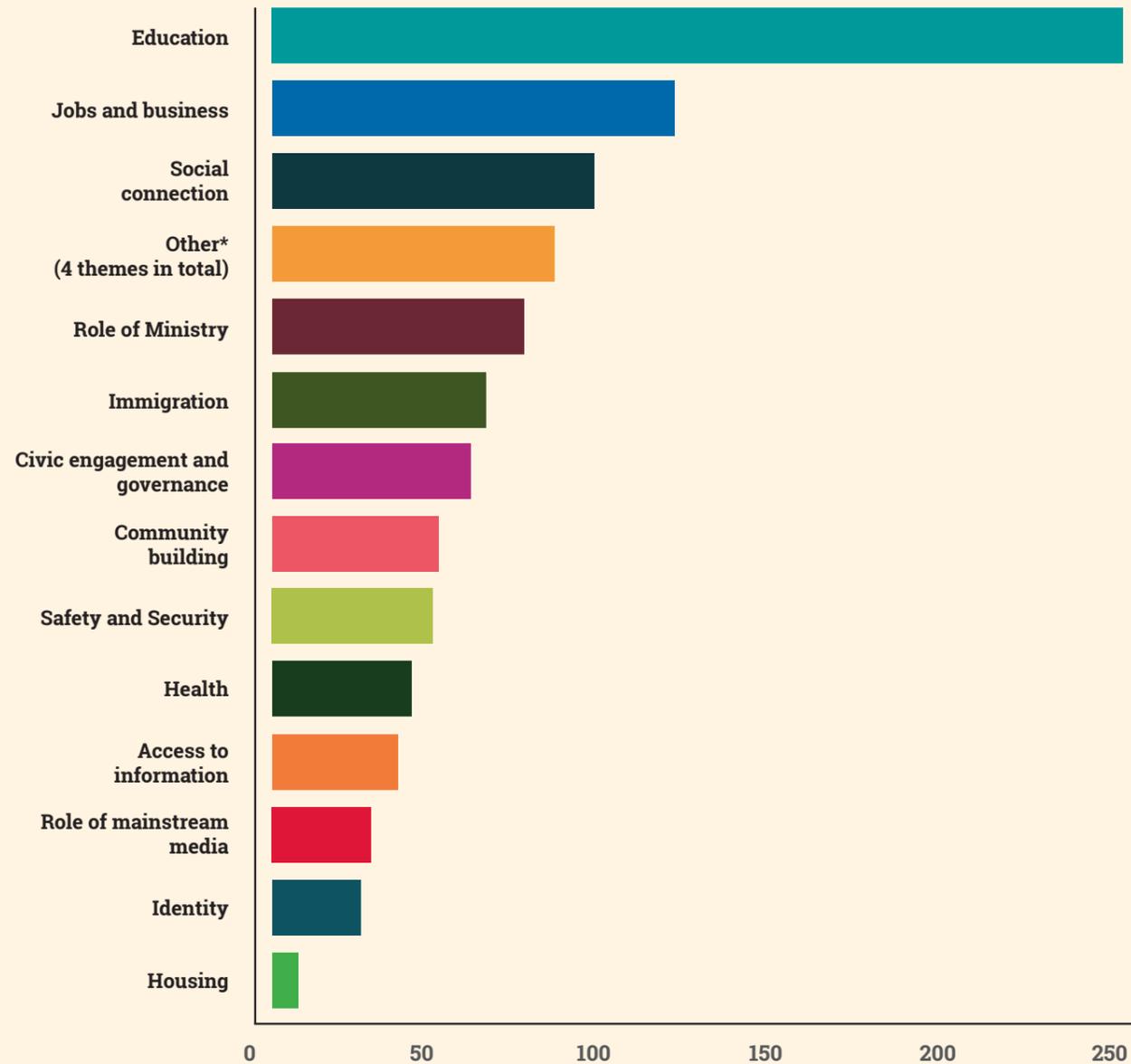
We asked people to stand in the future....

Imagine the new ministry being the best it can be in the future. Describe what would have changed for you, your family or community. Write or draw it.



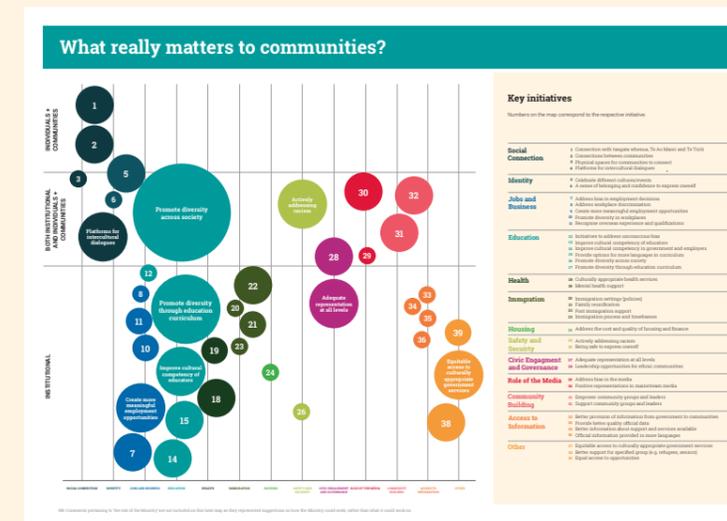
Overview of the heatmap

What priority areas did the community identify as important for the Ministry to focus its efforts?



How to read the heatmap on page 5.

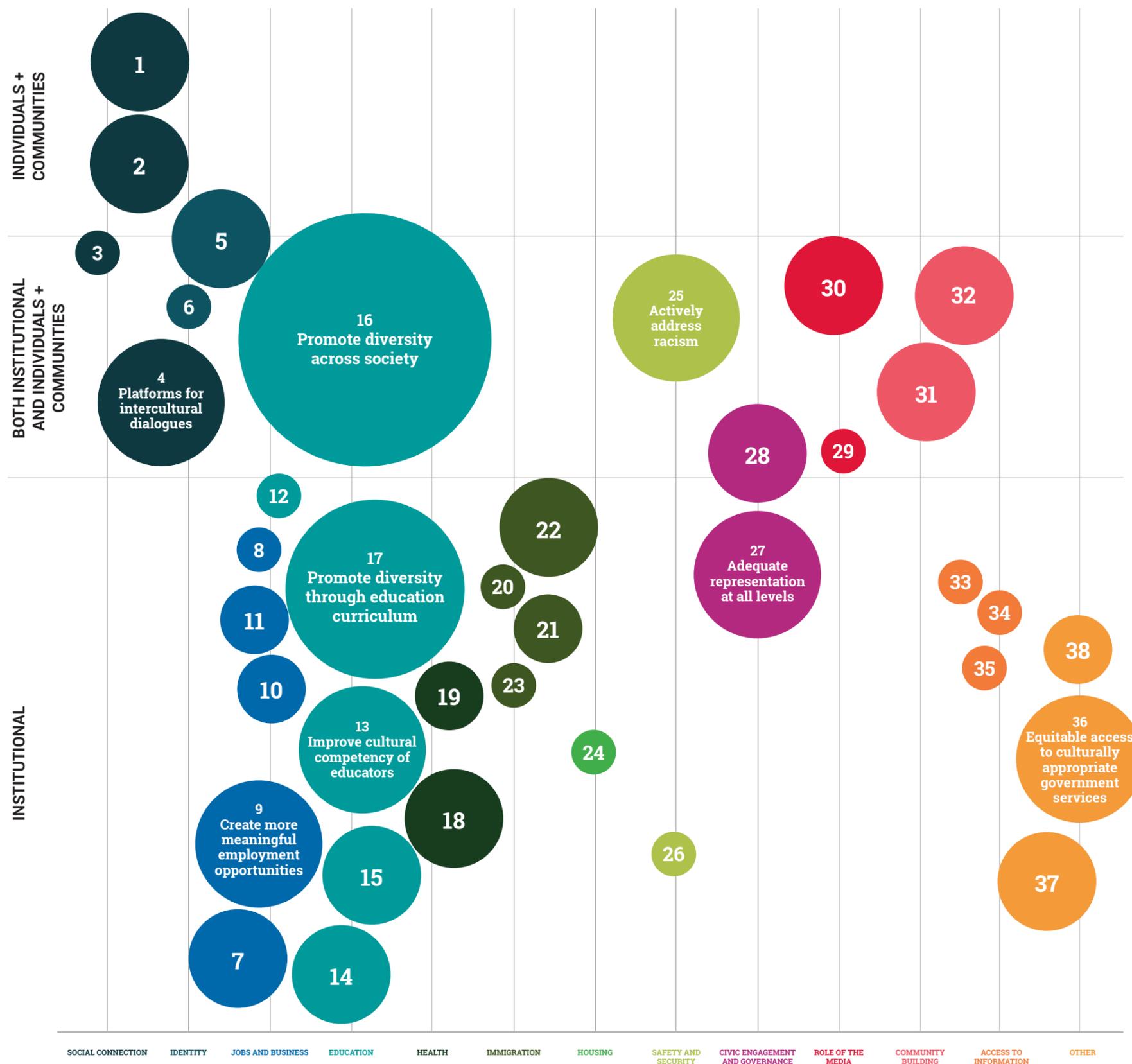
What initiatives could the Ministry focus its efforts on?



Page 5
For this high level summary, The Office of Ethnic Communities (OEC) coded each input from the community to key initiative areas. Initiatives heard more than 6 times across all community voices are included on the heatmap. The size of the circles correspond to the frequency of times an initiative was referenced or mentioned. Colours indicate the priority area the circle best represents. The Minister will be releasing a more detailed summary of engagement ahead of 1 July 2021.



What really matters to communities?



Key initiative areas

Numbers on the map correspond to the respective initiative.

Social Connection

- 1 Connection with tangata whenua, Te Ao Maori and Te Tiriti
- 2 Connections between communities
- 3 Physical spaces for communities to connect
- 4 Platforms for intercultural dialogues

Identity

- 5 Celebrate different cultures/events
- 6 Initiatives to support belonging and confidence to express oneself

Jobs and Business

- 7 Address bias in employment decisions
- 8 Address workplace discrimination
- 9 Create more meaningful employment opportunities
- 10 Promote diversity in workplaces
- 11 Recognise overseas experience and qualifications

Education

- 12 Initiatives to address unconscious bias
- 13 Improve cultural competency of educators
- 14 Improve cultural competency in government and for employers
- 15 Provision of specified language support
- 16 Promote diversity across society
- 17 Promote diversity through education curriculum

Health

- 18 Culturally and linguistically appropriate health services
- 19 Culturally and linguistically appropriate mental health support

Immigration

- 20 Immigration settings (policies)
- 21 Family reunification
- 22 Provision of better post-immigration support
- 23 Immigration process and timeframes

Housing

- 24 Address the cost, financing, and quality of housing

Safety and Security

- 25 Actively address racism
- 26 Initiatives to support being safe to express oneself

Civic Engagement and Governance

- 27 Adequate representation at all levels
- 28 Leadership opportunities for ethnic communities

Role of the Media

- 29 Address bias in the media
- 30 Promote positive representation in mainstream media

Community Building

- 31 Empower community groups and leaders
- 32 Support community groups and leaders

Access to Information

- 33 Provide better quality official data
- 34 Better information about support and services available
- 35 Official information provided in more languages

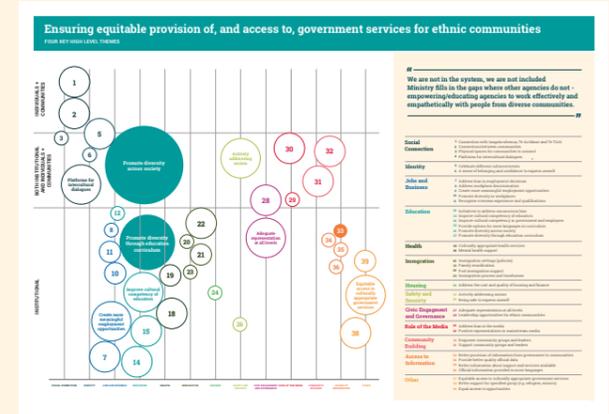
Other

- 36 Equitable access to culturally appropriate government services
- 37 Better support for specified group (e.g. refugees, seniors)
- 38 Equal access to opportunities

What areas could the Ministry focus on, to deliver maximum impact for ethnic communities?



How to read the heatmaps on pages 7 – 10

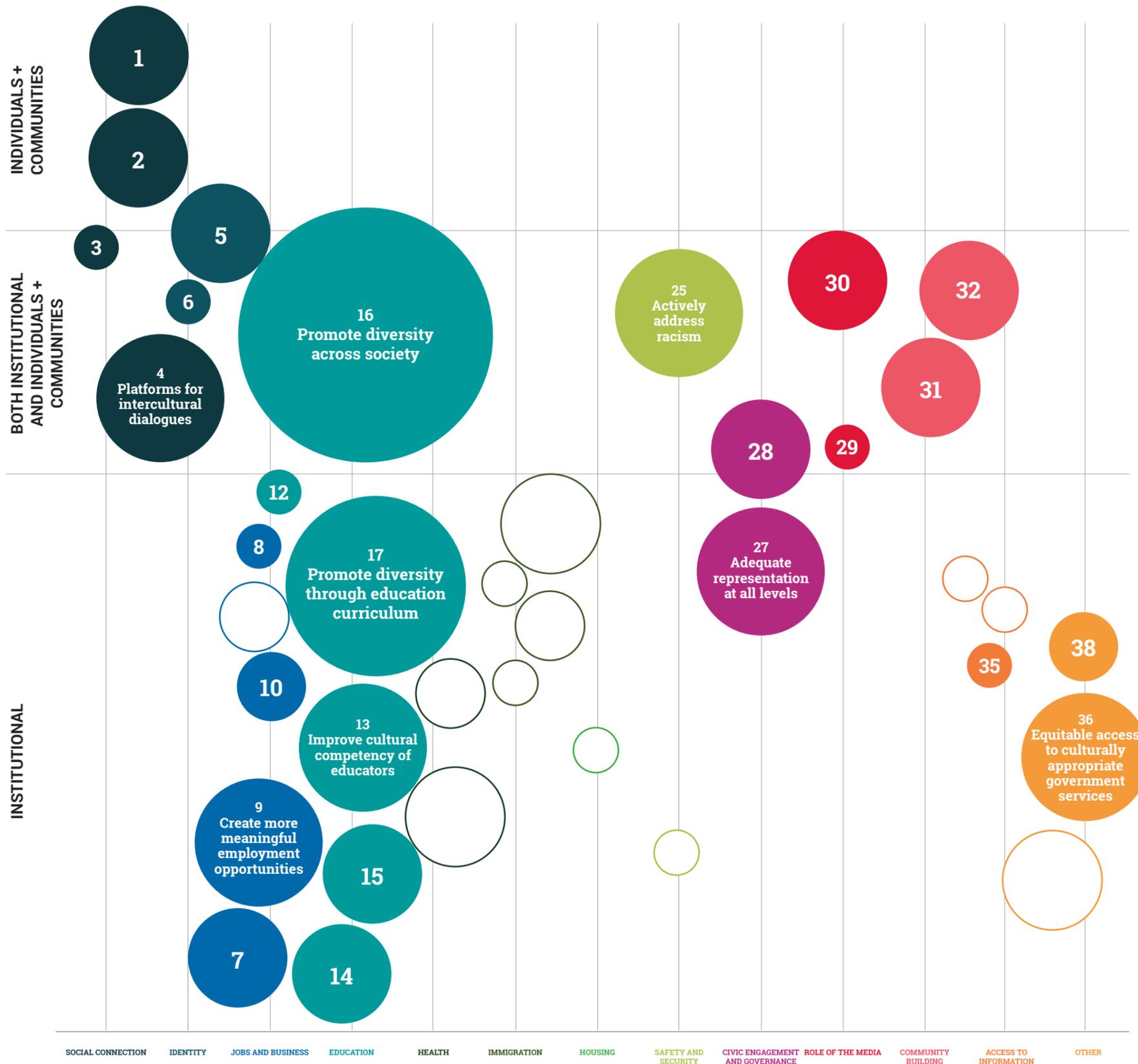


Based on the feedback from communities, we have identified four key outcome areas that the Ministry could prioritise, to ensure maximum impact for communities. OEC has coded each of the suggested initiatives to these key outcome areas, to suggest the value of targeting each outcome area. Note, some initiatives may sit across multiple outcome areas.

The four key outcome areas

1. Taking action to promote the value of diversity and improve inclusion
2. Ensuring equitable provision of, and access to, government services for ethnic communities
3. Developing and supporting initiative to improved economic outcomes for ethnic communities, including addressing barriers to employment
4. Working to connect and empower ethnic community groups

1. Taking action to promote the value of diversity and improve inclusion

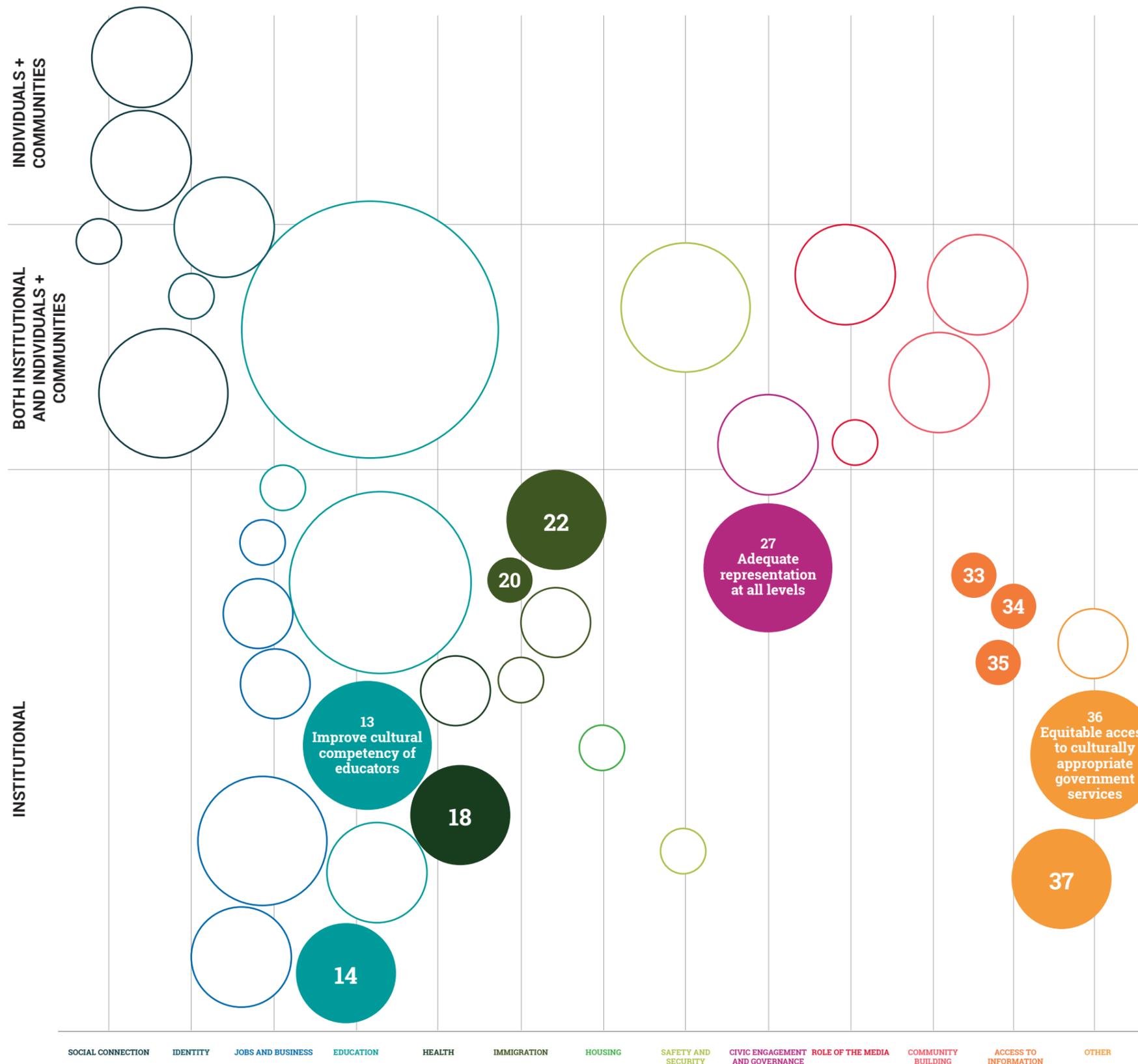


“ The notion that being “Kiwi” is embracing different facets of that identity, i.e. there are many ways of having a “Kiwi” identity ”

“ Diversity is wealth ”

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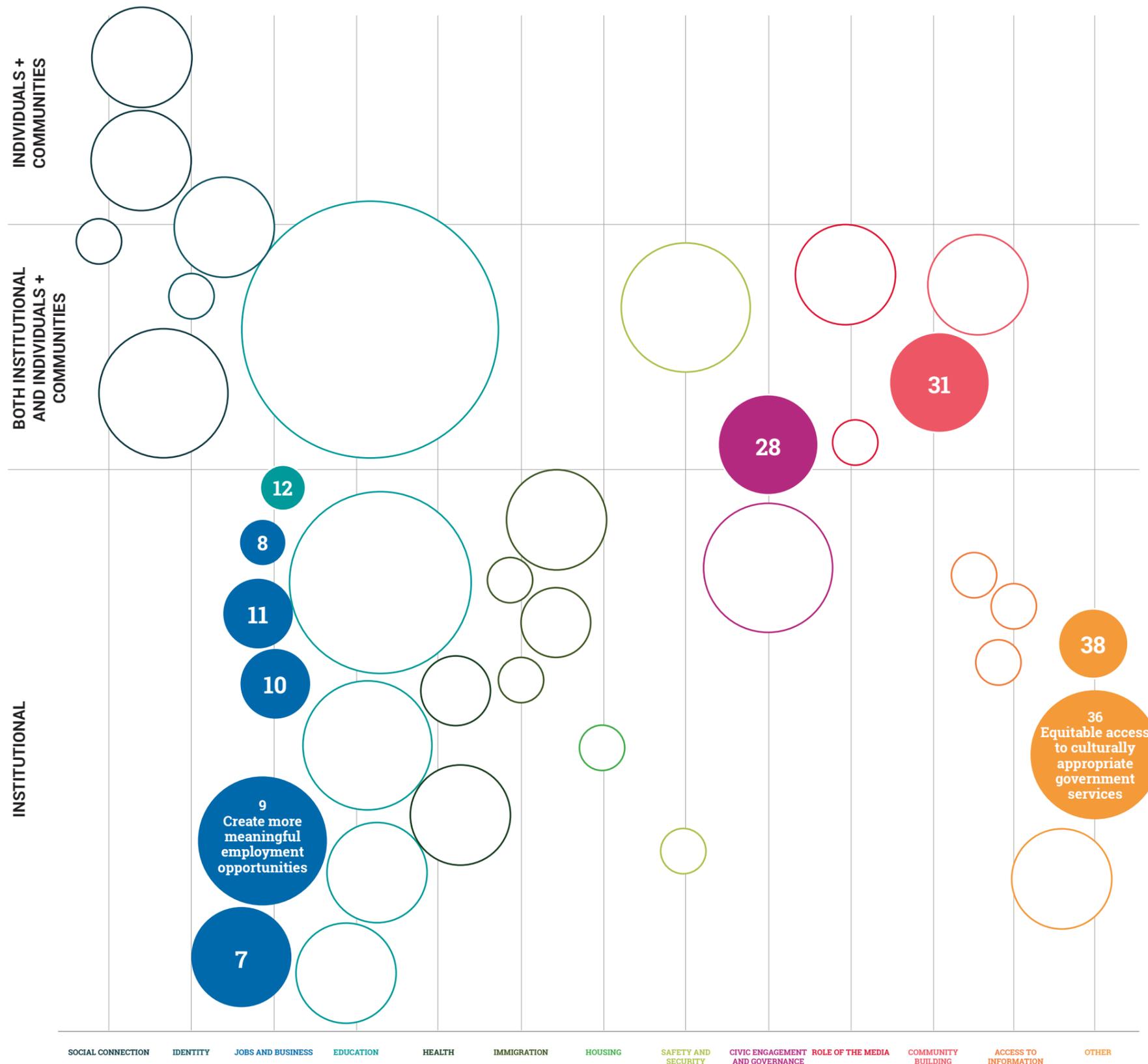
2. Ensuring equitable provision of, and access to, government services for ethnic communities



“ We are not in the system, we are not included
Ministry fills in the gaps where other agencies do not -
empowering/educating agencies to work effectively and
empathetically with people from diverse communities ”

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3. Developing and supporting initiative to improved economic outcomes for ethnic communities, including addressing barriers to employment

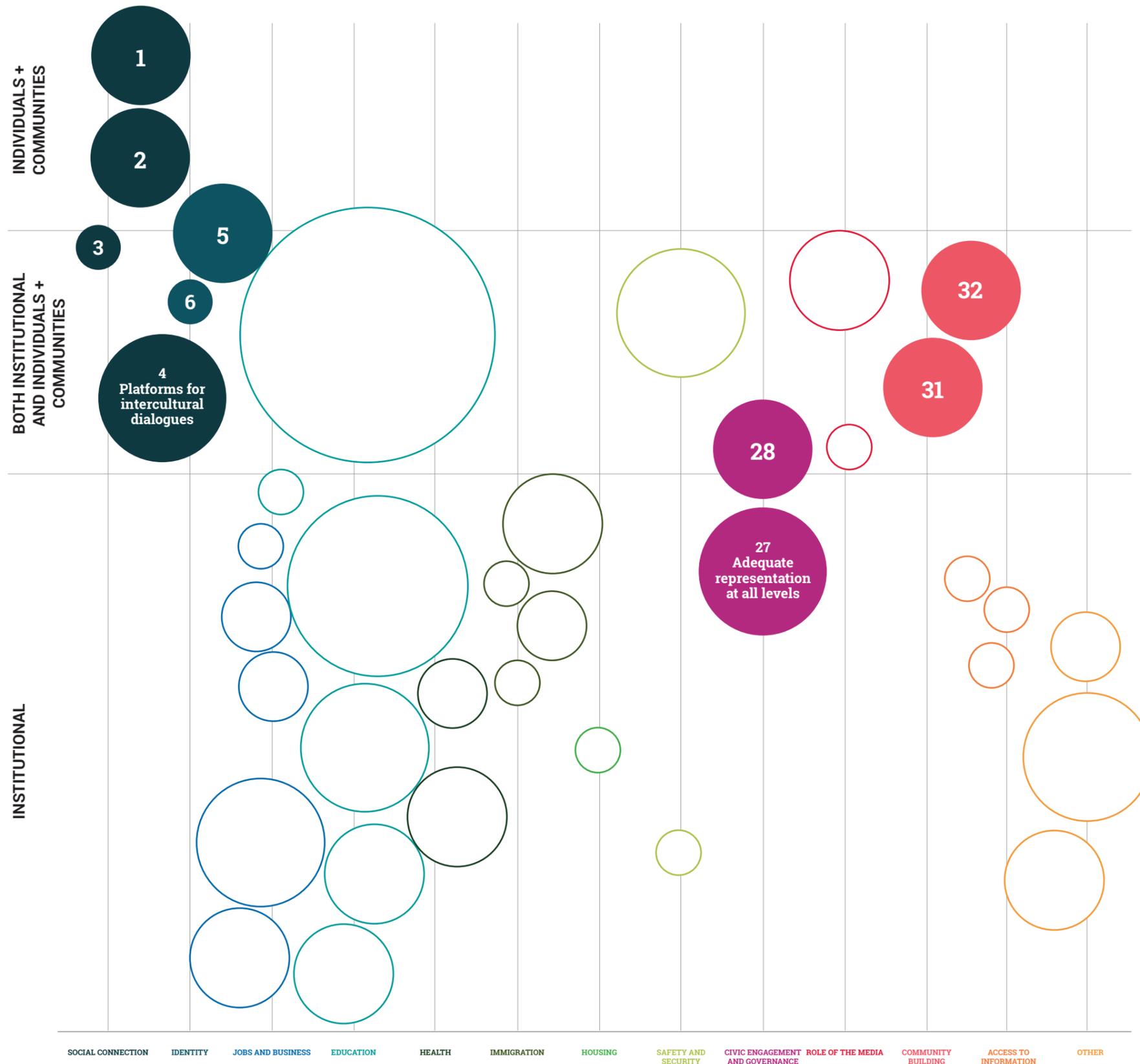


“ People won’t have to pretend to look like something they are not just to get a job ”

“ Allow migrants to get into the workforce without facing ‘institutional racism’, many people qualified but not Kiwi enough ”

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4. Working to connect and empower ethnic community groups



“ How do we transition and shift the mindset from ‘migrants are here to stress our resources’ to ‘migrants are here to enrich our society’ ”

“ The Ministry can help build bridges to cross ”

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What's next?



April – May 2021 (Completed)

The conversation about the needs and aspirations of the communities does not end here. The engagements that took place in April and May 2021 are the first in a series to ensure that ethnic communities are part of the shape of the new Ministry for Ethnic Communities.



1st July 2021 onwards

The Minister will work closely with the newly appointed Chief Executive to ensure the Ministry's development is on a trajectory that will meet the expectations of ethnic communities and Government.



Late 2021

The Chief Executive will be going back out to communities to help shape how they expect the Ministry to deliver on its role, and begin to make a practical and positive difference to the lives of diverse ethnic communities in Aotearoa New Zealand.

