



Ministry for
**Ethnic
Communities**
Te Tari Mātāwaka

The Ministry for Ethnic Communities is a separate ministry but operates as a departmental agency with Te Tari Taiwhenua Department of Internal Affairs as the host agency.

2022

Te Pūrongo ā-Tau a Te Tari Mātāwaka
– Annual Report for the Ministry for
Ethnic Communities



Te Kāwanatanga o Aotearoa
New Zealand Government



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Kupu Takamua a te Tumu Whakarae Chief Executive's foreword

Honoured of our achievements...

Hopeful about our future!



I am excited to share the achievements of Te Tari Mātāwaka Ministry for Ethnic Communities in our inaugural annual report as a new ministry in the New Zealand Government.

I would like to start by acknowledging our team's tremendous mahi and the exceptional work they have accomplished in the Ministry's first year. My heartfelt thanks are extended to our communities, too, as they were our true partners and journey companions to achieve what we are proudly presenting in this report.

Even though our genesis was prompted in part by events that remain unfathomable to us as a nation, our existence, mandate, and priorities represent a bright and hope-filled future - a future that promotes and embraces inclusivity, diversity, and togetherness for all our ethnic communities.

We were born from a dark chapter in New Zealand's history. We were established as part of the Government's response to the recommendations of the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain on 15 March 2019.

It is the first time in its history that New Zealand has had a Ministry and Chief Executive solely focused on improving outcomes for our ethnic communities, who make up around 20 percent of our population.

However, we need to acknowledge that it has been the aspiration of ethnic communities for more than 20 years. Finally, the dream of having a Ministry dedicated to representing them and furthering their particular needs came true. It has been a long time coming!

On 1 July 2022, we celebrated our first anniversary with a successful 12 months of influencing government policy and lifting wellbeing outcomes for the communities we serve.

The creation of the Ministry gives the collective voice of ethnic communities a seat at the table, with a strengthened ability to bring the lived experiences of these communities to shape Government policy. Being a ministry also allows us to put a strategic lens on our work programme and the way we operate.

But it has not been easy. We are a small ministry with a broad mandate. Adding to that, we were established in the middle of a global pandemic, which has made things even more challenging.

During our first year, we focused on areas that ethnic communities told us were important to them. This included employment, government services, financial support for community initiatives and the government response to COVID-19.



We successfully engaged with our ethnic communities across nearly 27 hui to set our direction as a Ministry. This resulted in developing our strategic priorities that typically reflect the needs of our ethnic communities. The ‘**Strategy 2022 – 2025: A pathway to an Aotearoa where ethnic communities feel at home**’ is a document we are taking into action over the next three years.

With a closer focus on employment, we led the development of **the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan** after many months of targeted engagement. This initiative is aimed at providing better support for those groups to gain higher skills and work experience, moving into more sustained and rewarding employment opportunities.

We worked relentlessly to support our own staff and our ethnic communities on the Government’s response to the COVID-19 pandemic and all its impacts. This involved managing the \$2 million programme that funded community initiatives to increase vaccination. This included an additional \$2 million for communications linked to COVID-19. I am proud of our team, who succeeded, in partnership with community leaders, in reaching out to all of our communities, keeping them informed and aiding them through this time of uncertainty.

In addition, we launched the ‘**Graduate Programme**’, which has now placed two intakes of skilled graduates from ethnic communities in roles across 14 government agencies. The programme’s results enhanced diversity in policymaking and the delivery of government services.

We are also delivering a ‘**Nominations Service**’ that aims to identify candidates from our ethnic communities for state sector boards and committees. To help increase the proportion of ethnic community representation is a critical part of our goal. We have also partnered with other agencies to train our candidates on what good governance looks like.

On the funding front, the **Ethnic Communities Development Fund** (ECDF) disbursed around \$4.2 million in support of 310 community projects and initiatives that helped celebrate different cultures and strengthened social cohesion.

We also came together to arrange our house internally. We developed **our values** of manaakitanga (kind), whakakotahitanga (inclusive), whakamanawanui (courageous) and ngākau pono (authentic). We also co-designed a flexible working framework for our people to retain our talents and demonstrate one of our key values, whakakotahitanga.

We are a fully-fledged Ministry, but in many ways we remain at the beginning of our journey. However, our first significant steps have paved the way forward, forging a path into the future where much lies ahead.

We aim to ensure that New Zealand is a place where our ethnic communities feel safe, heard and valued; where they have a sense of belonging, and they have the tools they need to thrive in a fair, equitable, diverse and inclusive society.

Mervin Singham

Chief Executive

Te Tari Mātāwaka Ministry for Ethnic Communities



Ko wai mātou – Tō mātou Manatū

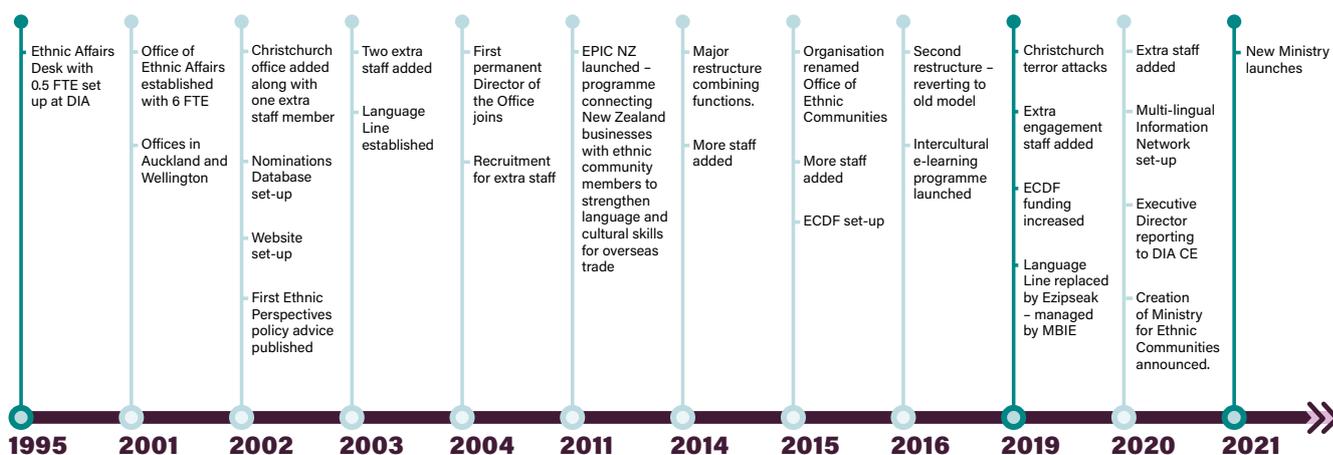
Who we are – Our Ministry

In December 2020, Cabinet agreed to establish the Ministry for Ethnic Communities from 1 July 2021 as a departmental agency, within Te Tari Taiwhenua as the host agency.

The seeds of the Ministry were planted in 1995 with the creation of an Ethnic Affairs Desk within Te Tari Taiwhenua. Over the past 26 years, the organisation has slowly grown in size and function.



History of the Ministry for Ethnic Communities



Since its establishment, the Ministry has been the Government’s chief advisor on ethnic communities, ethnic diversity, and the inclusion of ethnic communities in our diverse society.

As our nation increasingly embraces and caters for the needs of ethnic communities, expectations of the Ministry have evolved. As a result, the demand for our services has increased significantly, including demand for our expertise in the policy arena and targeted resources such as community engagement.

Although our role is not to advise the Government on faith-related issues, we recognise the indivisibility of faith and ethnic identity. Hence, we will continue to work with faith communities to better understand the needs of ethnic communities.



Our values

In determining our priorities and developing our strategy as a new ministry, we also needed to consider the way in which we wanted the Ministry to achieve its outcomes.

Staff came together through a series of workshops to co-design what we have now identified as four core values that will become part of our identity as an organisation.

It was important for both our staff and ethnic communities that we demonstrated our respect for tangata whenua through a te ao Māori representation.

Our values are interconnected, and collectively, they will help guide us on how we work with each other, the communities we serve, and our stakeholders. In addition, these values hold us accountable as we work together to deliver on our commitments.

<p>Manaakitanga <i>(Kind)</i></p> <p>Encompasses care and generosity, for the purpose of nurturing relationships.</p> 	<p>Whakakotahitanga <i>(Inclusive)</i></p> <p>Unifying thought, opinion and action for the collective good.</p> 	<p>Whakamanawanui <i>(Courageous)</i></p> <p>Act valiantly and courageously.</p> 	<p>Ngākau Pono <i>(Authentic)</i></p> <p>To act with integrity and sincerity.</p> 
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Our staff

Full time employees (FTE)

While our graduates make up 31 full-time employees within our headcount, most of them are not working at the Ministry for Ethnic Communities. Our graduates may call our Ministry their 'home agency', but they are placed across host agencies, supporting the mahi of the public service in many areas.

<p>84 Headcount</p> <table border="1"> <tr><td>Fixed Term</td><td>38 Employees</td></tr> <tr><td>Permanent</td><td>37 Employees</td></tr> <tr><td>Contractor</td><td>7 Employees</td></tr> <tr><td>Other</td><td>2 Employees</td></tr> </table>	Fixed Term	38 Employees	Permanent	37 Employees	Contractor	7 Employees	Other	2 Employees	<p>82.8 FTE</p> <table border="1"> <tr><td>Fixed Term</td><td>38 FTE</td></tr> <tr><td>Permanent</td><td>36.8 FTE</td></tr> <tr><td>Contractor</td><td>7 FTE</td></tr> <tr><td>Other</td><td>1 FTE</td></tr> </table>	Fixed Term	38 FTE	Permanent	36.8 FTE	Contractor	7 FTE	Other	1 FTE
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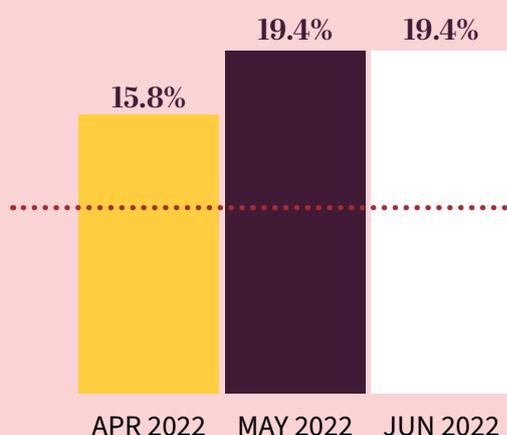
Occupation (Headcount)

Chief Executive Office	3
Policy & Analytics	12
Community Engagement	31
Corporate Services	7
Graduates	31

Regional presence (Headcount)

Tāmaki Makaurau Auckland	8
Kirikiriroa Hamilton	1
Ngāmotu New Plymouth	1
Ahuriri Napier	1
Te Whanganui-a-Tara Wellington	33
Ōtautahi Christchurch	7
Ōtepoti Dunedin	2
Graduates (Te Whanganui-a-Tara Wellington)	31

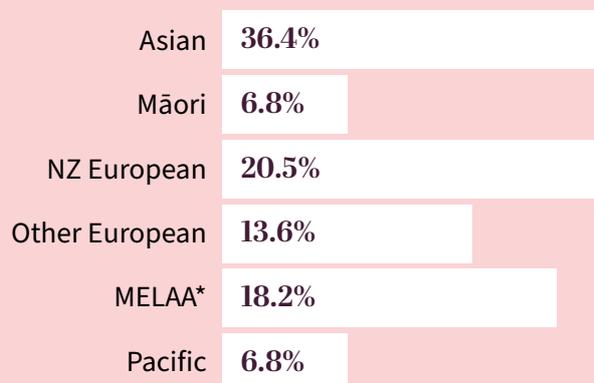
Staff turnover (excluding graduates)



Annual turnover is terminated permanent staff (over last 12 months) / average permanent headcount (over last 12 months) of staff

Business Groups with 0 turnover are not represented in the graph

Employee ethnicity (excluding graduates)



Employees who identify themselves with more than one ethnicity have been included in each ethnic population they identify with.

*MELAA stands for Middle East, Latin America and Africa

Gender split (excluding graduates)

Gender Pay Gap and Demographic Summary

-0.5%
Gender Pay Gap

64%
Female

36%
Male



A culturally capable and engaged workforce

Whāinga Amorangi: Transforming leadership to support chief executives to meet their Māori-Crown relations responsibilities under the Public Service Act 2020

The Ministry for Ethnic Communities is committed to meeting its Whāinga Amorangi obligations. We are building our capability to better engage and partner with Māori on issues of significant interest to Māori.

We have laid the foundations to ensure that our Ministry's culture supports our collective goal of a true partnership with Māori.

We are committed to working on the areas taken from the Māori-Crown Relations Capability Framework Individual Capability Component:

- Te Reo Māori
- New Zealand history / Treaty of Waitangi
- Tikanga and kawa
- Engagement with Iwi and Māori
- Understanding of racial equity and institutional racism
- Worldview knowledge

We aim to embrace change and will continue to monitor, report on, and adapt our capability plans into the future.



The Ministry's launch event at Parliament



He aha tā mātou mahi, ā, he pēhea e whakamahia ana What we do and how we do it

Our strategic direction

Prior to establishing the Ministry, in April and May 2021, extensive consultation was undertaken with hundreds of people on what the Ministry should focus on to have the most meaningful and tangible impact for ethnic communities.

The Ministry then consulted widely on a draft strategy in late 2021 to make sure our direction reflected the voices of ethnic communities and those who served them.

To do this, we held 16 regional and 11 national interactive online sessions. We had a huge response from community organisations, individuals and service providers. We listened to as many voices as possible, including those of youth, women, former refugees, the rainbow community, and older people.

Communities responded by saying they wanted to belong, contribute and be seen as strong contributors to New Zealand's growth. They also:

- valued the bicultural foundations outlined in Te Tiriti o Waitangi,
- wanted to connect with Māori, Pacific and Pākehā businesses,
- preserve their mother tongues and values,
- and evolve their ethnic identities in New Zealand.

Communities wanted to be remunerated fairly relative to their skills, and to help build an inclusive New Zealand.

The vision that underpins our Strategy is for a New Zealand where everyone feels welcome, safe, included and valued.

We launched our inaugural strategy in August 2022: 'Strategy 2022 – 2025: A pathway to an Aotearoa where ethnic communities feel at home'. It sets out how the Ministry will work with others, including other Government agencies, to enable better outcomes for our ethnic communities.

The strategy identifies **four priority areas** for the upcoming three years. These priorities were agreed to and endorsed by Cabinet in June 2021 and underpin the actions set out in the strategy.

Priority one: Take action to promote the value of diversity and improve inclusion of ethnic communities.

Priority two: Ensure equitable provision of, and access to, Government services for ethnic communities.

Priority three: Develop and support initiatives to improve economic outcomes, including addressing barriers to employment.

Priority four: Work to connect and empower ethnic community groups.



Priority 01

Take action to promote the value of diversity and improve inclusion of ethnic communities

Outcome: New Zealanders value diversity and actively include ethnic communities across all spheres of public life



Priority 02

Ensure equitable provision of, and access to, government services for ethnic communities

Outcome: Ethnic communities have access to, and experience positive outcomes from, high quality public services

A pathway to an Aotearoa where ethnic communities feel at home



Priority 03

Develop and support initiatives to improve economic outcomes, including addressing barriers to employment

Outcome: More ethnic communities are fully employed and continue to make a strong contribution to New Zealand's economy



Priority 04

Work to connect and empower ethnic community groups

Outcome: Ethnic communities are connected, empowered and flourishing



Our role

We champion diversity and help overcome barriers

The Ministry is the Government's Chief Advisor on ethnic communities, ethnic diversity and the inclusion of ethnic communities in wider society. Although our role does not incorporate advising the Government on issues related to faith, we recognise the indivisibility of faith and ethnic identity. Therefore, we will continue to work with faith communities to better understand the needs of ethnic communities.

We honour Te Tiriti o Waitangi

An integral part of our role is to honour the Crown's responsibility to act in a way that is consistent with the principles under Te Tiriti o Waitangi. New Zealand's ethnic communities acknowledge the crucial place of Te Tiriti o Waitangi as the foundation for the relationship with tangata whenua. Great importance is placed on respect for tangata whenua and their status as the indigenous people of New Zealand.

Our functions

The Ministry for Ethnic Communities has three main business units that are committed to deliver for our ethnic communities. These are summarised below:

System Capability and Programmes unit leads the identification, design and implementation of tools to build the inter-cultural capability and capacity of the public sector, including ensuring ethnic communities are appropriately represented. With increasing diversity, government systems need to promote inclusion of ethnic communities and ensure that they feel safe, have equal access to opportunities, and do not experience discrimination. This requires system transformation. This function supports the public sector to be well-positioned to reimagine and redesign the system with this vision for New Zealand in mind.

This unit is also responsible for the operationally focused areas of the Ministry including compliance, risk, reporting, evaluation, planning and reporting, and governance. The team is also accountable for the development of the Ministry's strategy, and leads human resources, communications, security, wellbeing, health and safety, training and development, events and our Whāinga Amorangi plan.

Strategic Engagement and Partnerships maintains a strong regional focus on communities but adds to that a national lens. National coverage is targeted through a team of on-the-ground specialist advisors who proactively and directly engage with our diverse communities to understand how the Ministry can continue to improve wellbeing.

The Strategic Engagement and Partnerships unit is at the heart of the Ministry. Through engaging with, listening to, and understanding the needs of ethnic communities and stakeholders, the team gathers community insights and identifies emerging critical issues. Of particular importance are engagements with marginalised cohorts within ethnic communities – including older people, youth, women, disabled people, former refugees, and the rainbow community, to understand their aspirations and gaps in service.

The unit also brokers connections between other public sector agencies with ethnic communities to help ensure public stakeholder consultations continue to be meaningful and relevant.



Policy and Analytics unit has three functions – policy formulation, building an evidence base and ministerial servicing.

The unit develops policy advice to support the Minister for Diversity, Inclusion and Ethnic Communities and works alongside other government organisations to support their Ministers and the Government to make policy decisions.

A critical aspect of our work is to identify how policy options will affect ethnic communities, including looking at the unique impact on intersecting identities such as, age, gender, diversity, disability and migration. We help to support other agencies identify, plan, and evaluate policy and services to ensure they are appropriate for ethnic communities. We communicate potential inequitable access to services and inequity in outcomes and advise on the need for change.

The unit develops – or works closely with others to provide – the best-available evidence to inform and influence policies and decision-making in relation to ethnic communities. This includes analysing available data, insights (based on communities' lived experience) and research from New Zealand and overseas.

This unit also undertakes ministerial servicing functions to ensure high quality and timely support is provided to the Minister and Ministry in terms of official correspondence and Parliamentary questions.

The communities we serve

New Zealand is a nation of wide diversity. We are one of the world's most ethnically diverse countries. There were 941,571 people from ethnic communities recorded at the 2018 Census, an increase of 45 percent since the 2013 Census. Our ethnic communities make up around 20 percent of the population.

New Zealand's ethnic communities include anyone who identifies their ethnicity as: African, Asian, Continental European, Latin American or Middle Eastern. They include former refugees, asylum seekers, new and temporary migrants, long-term settlers and multi-generational New Zealanders. These are the communities we serve.

Ethnic communities make a significant contribution to our economy and to the richness of our social fabric. Over the next 16 years, Māori, Asian and Pasifika populations are projected to increase by 18.4 percent, 22 percent, and 10.2 percent respectively¹ Middle Eastern, Latin American, and African populations are projected by Stats NZ to increase their share of the overall population to three percent. The future of New Zealand's society is only going to become more diverse.



Celebrating Eid Al Adha at Parliament

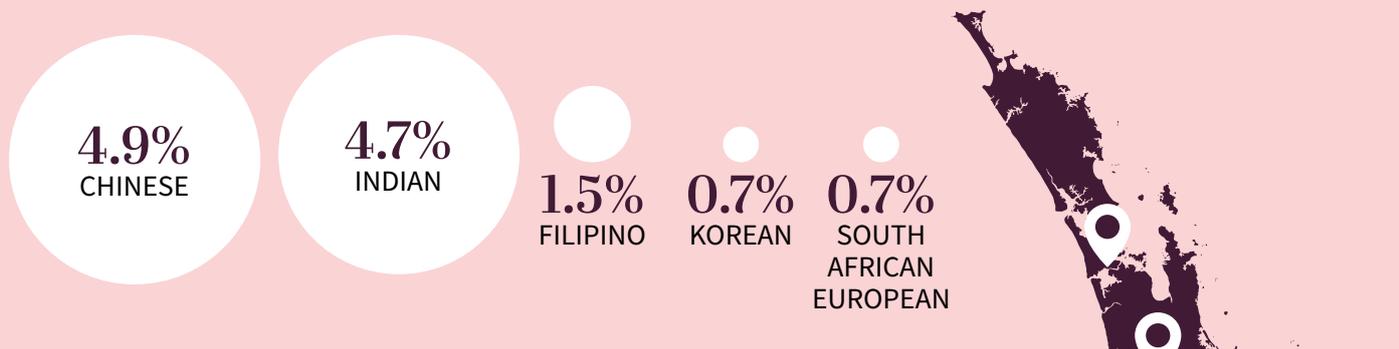
¹ Stats NZ (2018) national ethnic population projections: 2013(base) to 2038 (update). Retrieved from http://archive.stats.govt.nz/browse_for_stats/population/estimates_and_projections/NationalEthnicPopulationProjections_HOTP2013-38/Commentary.aspx.



Ethnic diversity in Aotearoa New Zealand

Ethnic communities represent almost **20%** of Aotearoa's **total population** with **941,571** people out of 4,699,755 identifying as an ethnic community member.

The largest ethnic communities population groups in Aotearoa New Zealand are:



There are more **members of ethnic communities with bachelor's and post graduate qualification** when compared to the rest of the population.

The **top 3 industries** that ethnic communities work in are:

- accommodation and food services
- professional, scientific and technical services
- health care and social assistance services (aged care, child care, residential care).





Ngā mea i tutuki ai i a mātou i tō mātou tau tuatahi What we achieved in our first year

At the time of its establishment, the Ministry was expected to focus its first year on setting its foundations, scoping its new functions, strengthening strategic relationships and lifting its capability to evolve into a fully functioning Ministry.

However, six weeks into its establishment, New Zealand entered its second nationwide COVID-19 Alert Level 4 lockdown. Two weeks later, the New Lynn terrorist attack occurred, followed by the 2021 humanitarian crisis in Afghanistan and the 2022 Russian invasion of Ukraine. The Ministry quickly pivoted to play a critical role in the Government's response to these events, ensuring that public sector agencies and affected communities were adequately supported, while continuing to build its own operational foundations.

To respond immediately and effectively, the Ministry established linkages between its work and the work already underway in central and local government. It built on the work of its predecessor on community engagement to provide a national overview of insights gleaned from the regions. It began to use its new levers to influence government across-the-board in a range of areas. Having our own Chief Executive meant we were represented at top senior leadership tables for strategic and critical discussions.

Key achievements

Responding to COVID-19 Delta and Omicron outbreaks: The Ministry collaborated with the Ministry of Health and the Department of the Prime Minister and Cabinet to help achieve vaccination targets and related health equity outcomes by:

- **connecting 21 District Health Boards with ethnic communities** to run 15 information hui and tailored vaccination events
- **supporting the Ministry of Social Development** to share information on vaccinations, the COVID-19 Protection Framework and the COVID-19 Care in the Community Frameworks
- **translating online, print and video vaccination information** into 43 videos in more than 20 languages
- running targeted paid media campaigns in **multiple languages**



Multicultural Strategy Launch with Hastings City Council



- **ensuring ethnic communities were reflected** in the COVID-19 Care in the Community Framework, including participation in the Caring for Communities Chief Executive Forum
- **delivering \$4 million in funding** to support ethnic communities with vaccination and COVID-19 community communication efforts²
- **developing insights evidence into vaccination hesitancy**, in response to the lower level of uptake for 5- to 11-year-olds

Responding to the report from the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain on 15 March 2019: The Ministry continued to support the implementation of Royal Commission’s recommendations on the ground and at the strategic level. Our support included the following:

- **We organised hui between Muslim communities and relevant public sector agencies** to raise awareness and provide an opportunity to suggest pragmatic community-led rehabilitation programmes.
- **working with other agencies** on a range of implementation matters such as foreign interference, preventing and countering violent extremism, anti-racism, stakeholder engagement, Christchurch memorial and bravery awards work programmes.
- **developing closer relationships with communities:** This included strengthening or forming new connections with Muslim national organisations, Muslim communities in Christchurch, Otago and Southland, and working closely with ethnic youth and women.



Race Unity Speech Awards sponsored by the Ministry

Responding to local communities affected by international conflicts. The Ministry has played a role in supporting people from ethnic communities who have strong familial links to countries facing conflicts. This included:

- **2021 Afghanistan crisis response:** We worked with the Ministry of Business, Innovation and Employment, Immigration New Zealand (INZ) and Ministry for Women to hold conversations with Afghan communities (including women and youth) to understand their needs and connect them with wellbeing support.
- **2022 Russian invasion of Ukraine:** We worked with a range of public and private sector agencies to provide guidance to members of the New Zealand community who wanted to provide support. The Ministry continues to hold conversations with both the Ukrainian and Russian communities to understand their needs and look at opportunities to bring communities together.

² This included a \$2 million Vaccine Uptake Fund administered by the Ministry. Half of it focused specifically on increasing booster uptake and vaccinations for 5 to 11-year-olds. The other \$2 million was allocated to the Communications Fund, for which the Ministry’s role was to help disburse those funds and evaluate organisations who could best deliver services on the ground.



Delivering on the Ministry's priorities

In addition to the above, the Ministry delivered on its own work programme priorities. We:

- **finalised the Former Refugees, Recent Migrants, and Ethnic Communities Employment Action Plan:** The Ministry led the development, including consultation with communities, of the Employment Action Plan that was launched on 25 March 2022.
- **launched the Ethnic Communities Graduate Programme:** The Ministry, in collaboration with 14 public sector agencies, placed 35 ethnic graduates in their first roles in the public sector
- **continued to improve ethnic diversity on governance boards:** To increase the recognition of the contributions of New Zealand's ethnic communities, the Ministry made 117 nominations and 26 endorsements for the appointment of ethnic candidates to 72 public sector board and committee roles. In addition, the Ministry nominated 11 candidates for a New Zealand Royal Honour. As a result, the 2021 Stocktake of Gender, Māori, Pacific and Ethnic Diversity on public sector boards and committees show that Asian representation has increased to 4.9 percent (from 4.0 percent in 2020) and Middle Eastern, Latin American and African (MELAA) representation has increased to 0.9 percent (from 0.8 percent in 2020).
- **empowered communities through grant funding community-led initiatives:** The Ethnic Communities Development Fund disbursed more than \$4 million in support of 310 community projects and initiatives that helped celebrate different cultures and strengthened social cohesion. We also allocated \$200,000 across 12 projects via the Ethnic Communities Digital Inclusion Fund aimed at ensuring ethnic communities can use digital technology to take part in society.
- **supported the work programmes of other government agencies and influenced across government to develop more inclusive policies:** Public sector agencies continue to seek the Ministry's advice on a range of government policies and engagement strategies and/or our support to facilitate relationships with ethnic communities. The Ministry is taking an active role in the development of a National Action Plan Against Racism and in the Prevention of Family and Sexual Violence work programme.
- **laid the foundations of our operational working environment:** We did this by making key appointments, putting in place accountability arrangements and internal policies, negotiating our departmental agency agreement, and developing our organisational values and our inaugural strategy. This is discussed in more detail below.



CASE STUDY ONE

COVID-19

In August 2021, the Ministry for Ethnic Communities established a COVID-19 workstream to coordinate support for ethnic communities across New Zealand for the vaccination rollout.

The Ministry worked closely with 21 organisations, including district health boards, government agencies and service providers to understand and address the needs of ethnic communities. We held 15 information sessions on the vaccination rollout and the COVID-19 Protection Framework, which engaged more than 400 community leaders across New Zealand.



Vaccine Ethnic Youth Leaders event

The Ministry also ran a paid media campaign in 10 languages targeting ethnic radio, press and social media to ensure that the message reached the different communities.

In addition, we provided the following support to the ethnic communities during the pandemic:

Vaccination clinics

- The Ministry worked with communities and local district health boards to organise community-tailored vaccination events for ethnic communities and families.
- A combined total of 16 groups and organisations ran the Ethnic Youth Vaccination Day through three parallel vaccination clinics under an initiative called #Take2ForTheTeam on Nov 20, 2021. The campaign resulted in approximately 150 people from ethnic communities receiving their first or second vaccination.

Ethnic Communities COVID-19 Vaccine Uptake Fund

- In partnership with the Ministry of Health, a \$1 million fund was established to support community groups and organisations to get ethnic communities vaccinated.
- 54 community organisations and groups received funding. More than 60 vaccination events were held, resulting in more than 3,000 people being vaccinated.

COVID-19 videos

- Communities advised that language was a key barrier to accessing information about the vaccine and the rollout in New Zealand. In response, the Ministry produced 43 videos in more than 20 languages that amassed over 126,000 views on our social media platforms.

Ethnic Communities Communications Fund

- There were 162 applications for the Ethnic Communities Communications Fund totalling more than \$6 million. The fund was doubled to \$2million from \$1million due to the high calibre of the applications and the vaccination outcomes they would achieve for ethnic communities.
- Out of the 162 applications, 71 were approved for funding and 91 were declined. Given lockdown restrictions, particularly in the North Island, many projects featured online health and education workshop using doctors, nurses, health professionals and educators. We also supported projects using livestreams, radio shows, social media platforms, and translations of vaccine information.



CASE STUDY TWO

Support for Afghan and Ukrainian communities

Several ethnic communities have come to New Zealand as a result of strife in their country of origin. They needed additional and targeted support to settle into New Zealand. We have played a role in supporting people from ethnic communities who still have strong familial links in countries embroiled in conflict. These include the following situations:

Afghan response, 2021

- In response to the crisis in Afghanistan, the Ministry initiated a programme of support for the Afghan community in New Zealand. A total of six hui, including a funding hui, were held across New Zealand, and approximately 80 Afghan community leaders and members engaged in these.
- These hui allowed us to respond directly to inquiries from the Afghan community and to feed insights into the work of other relevant government agencies, while connecting the Afghan community to counselling and other wellbeing services.
- We also produced the ‘Counselling and other support services for Afghan communities in Aotearoa’ information resource pack in English, Farsi, Dari and Pashto.
- This work strengthened our relationship with the Afghan community, and enabled us to better understand their needs and concerns.

Russian invasion of Ukraine, 2022

We established a working group to formulate a national response to best support Ukrainian and Russian New Zealanders with information, guidance, and advice about the services available to them. We also developed strong relationships with various stakeholders that enabled collaboration with the following government agencies, facilitating 3three critical community hui:

- Ministry of Business, Innovation and Employment,
- New Zealand Police,
- Immigration New Zealand,
- Ministry of Education
- Ministry of Health.

One of the hui with Ukrainian New Zealanders focussed on the 2022 Special Ukraine Immigration Visa, the New Zealand healthcare system, communicable diseases, and available vaccines.

We continue to hold conversations with both the Ukrainian and Russian communities to understand their needs and look at opportunities to bring communities together.



CASE STUDY THREE

Graduate programme

The public service needs to reflect the population it serves. Policy development that is led by and contributes to members of the many ethnic communities that make up New Zealand is critical to more inclusive and equitable public services.

In our first year, we established a graduate programme that provides a pathway into the public service for skilled graduates from our ethnic communities.

The Ministry has so far placed 37 ethnic graduates in their first job in the public sector. This involved a total of 14 participating host agencies, including:

- New Zealand Customs Service
- Te Tari Taiwhenua
- Department of the Prime Minister and Cabinet
- New Zealand Security Intelligence Service
- Inland Revenue Department
- Ministry for Ethnic Communities
- Ministry of Education
- Ministry of Health
- Ministry of Social Development
- Ministry of Justice
- National Emergency Management Agency
- New Zealand Police
- Te Kawa Mataaho Public Service Commission, and
- Stats NZ.



Graduates 2022

Summary of the programme's results

- Intake 1, started in July 2021, and consisted of 23 graduates placed across 12 host agencies.
- Intake 2, started in February 2022, and consisted of 14 graduates placed across 10 host agencies.
- The programme attracted 513 applications across the two intakes. 95 shortlisted applicants were interviewed for the 37 positions available.
- In a progress review of the programme in March 2022, most of the graduates reported they would like a permanent role working in government. The review also saw positive feedback from the majority of the agencies. Participating agencies said they would encourage other agencies to take up the opportunity to join the programme.



Te ara whakamua: Te whakapakari i ō mātou tūāpapa mō anamata

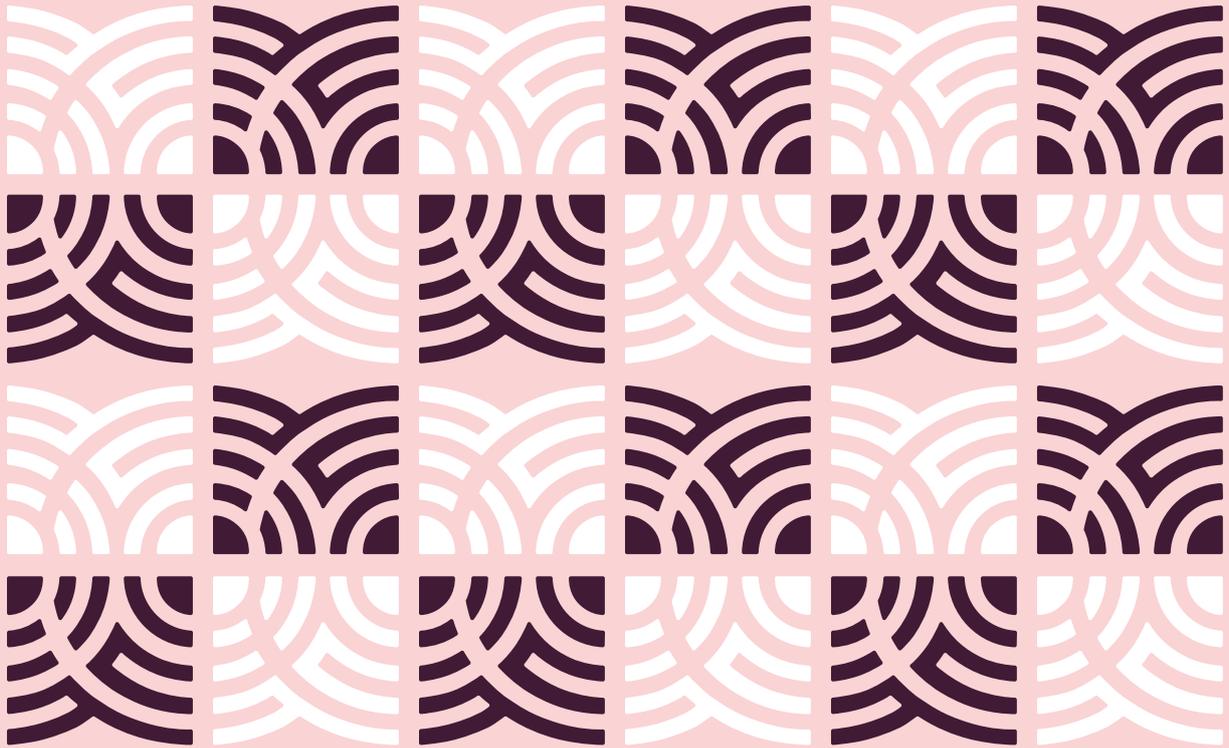
The way forward: Strengthening our foundations for the future

With the new Ministry established and our first strategy complete, the foundations for a better and more equitable future for our ethnic communities have been laid.

The strategy represents the Ministry's work programme and operational roadmap for the next three years. It will focus on unlocking the potential of a super-diverse nation and pay particular attention to, and address the conditions that create inequities for ethnic communities in New Zealand.

The Ministry intends to deliver this by working in partnership with the public, private and community sectors so we can continue to play a solid and integral role in influencing the system of government to better meet the needs of our ethnic communities.

We will also begin work to identify and help address the barriers ethnic businesses face in recovering from the pandemic. At the same time, we will work to leverage the unique set of international contacts ethnic communities have that can assist other New Zealand businesses.



Te Tauākī Noho Haepapa Statement of responsibility

I am responsible, as Chief Executive of Te Tari Mātāwaka Ministry for Ethnic Communities for the accuracy of any end-of-year performance information prepared by the Ministry, whether or not that information is included in the annual report.

In my opinion, this annual report fairly reflects the operations, progress and organisational health and capability of the Ministry for Ethnic Communities.

Mervin Singham

Chief Executive

Te Tari Matawaka Ministry for Ethnic Communities

30 September 2022



Ministry for
**Ethnic
Communities**
Te Tari Mātāwaka



Te Kāwanatanga o Aotearoa
New Zealand Government