



Ministry for  
**Ethnic  
Communities**  
Te Tari Mātāwaka



# Our journey two years on

Achievements **2021-2023**



**Te Kāwanatanga  
o Aotearoa**  
New Zealand Government

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# We were created to help Aotearoa New Zealand become a truly inclusive country.

The Ministry for Ethnic Communities (the Ministry) was set up in July 2021 in response to recommendations from the Royal Commission of Inquiry into the terrorist attack at Christchurch mosques in March 2019. The Commission noted government leadership was needed to improve social cohesion and Aotearoa New Zealand's response to our increasingly diverse population.

Our mandate is to be the chief advisor to government on ethnic communities<sup>1</sup>. Our purpose is to help Aotearoa New Zealand become a truly inclusive country where people can participate fully without fear of discrimination, racism or bias, and where ethnic communities can freely express their culture and identity.

Aotearoa New Zealand is superdiverse; home to diverse ethnic communities who make up 20 percent of the total population. Ethnic communities will continue to grow, bringing a wide range of experiences, skills and perspectives that enrich the social, cultural, and economic fabric of this country.

Aotearoa New Zealand's population diversity represents a truly unique opportunity for it to be a vibrant and connected place where everyone is included and feels at home. For this to happen, Aotearoa New Zealanders need to see diversity as a strength and value it; communities need to be connected with each other and with tangata whenua. Ethnic communities need equitable access to government information and services, so no one is left behind, and they need to be economically empowered through employment and access to business support and information.

## Our strategic direction reflects the voices of ethnic communities we serve.

At the center of what we do are the ethnic communities we serve. We listened to the voices of over 600 ethnic people to understand their needs and aspirations.

Following these engagements, we developed and released our Strategy in 2022 with the following four priorities:

- Promote the value of diversity and improve inclusion of ethnic communities.
- Ensure equitable provision of, and access to, Government services for ethnic communities.
- Develop and support initiatives to improve economic outcomes, including addressing barriers to employment.
- Work to connect and empower community groups.

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<sup>1</sup> These communities include anyone who identifies their ethnicity as African, Asian, Continental European, Latin American or Middle Eastern.

The Ministry is a relatively small agency that has grown threefold since establishment to a total of 67 full time staff. This growth has been necessary to ensure the right foundations are in place to achieve our long-term goal of a truly diverse and inclusive society. It has enabled us to strengthen and expand our engagement function while incorporating other critical responsibilities. This enables us to effectively integrate community insights into policies, make evidence-based decisions, and exert influence within the system of government.

We work with service providers within and outside the government system to lift the wellbeing of our ethnic communities across the social, cultural, civic, and economic aspects of our society, and to effect change through the Government's policy agenda. We endeavour to expand our network and collaborative work.

## **We are making headway in areas important to ethnic communities.**

Embedding change to achieve a truly inclusive society will happen over several years. We know community-led solutions and services are the most effective way of meeting the needs of ethnic communities and in the short term we have:

- Built relationships between ethnic and faith communities and central and local government agencies so their views can be heard and used to make services better.
- Built relationships across different ethnic communities and between faith and ethnic communities and tangata whenua so people know each other and feel connected.
- Promoted information about government services and supported better access so people could get the help they needed, particularly in times of crisis when this was critical (COVID-19 and extreme weather events)
- Helped build the capability of community organisations to be successful through grant funding.
- Helped grow a sense of belonging by supporting the expression and transmission of cultural values and traditions.
- Shared an important lesson we learned from our engagements with ethnic communities – improving government and people's intercultural capability is key for Aotearoa New Zealand to fully realise the benefits of diversity.

Below are the main highlights of our two-year journey in effecting change in areas important to ethnic communities.

### **1. In times of crises, we went on the ground to ensure that ethnic communities are informed, safe and able to get back on their feet fast.**

#### ***We contributed to the government's COVID-19 vaccination target, and reduced vaccination hesitancy.***

We distributed funds to ethnic community groups to enable communication on COVID-19 and safety measures that could be put in place by communities and individuals. We also partnered with the Ministry of Health (MoH) to distribute the Ethnic Communities COVID-19

Vaccine Uptake Fund (ECCVUF). We stood-up the fund, allocated resources and implemented controls and processes to ensure integrity and traceability of funding decisions.

Beyond fund administration, we played a pivotal role in engaging and supporting community groups, connecting with District Health Boards (DHBs), and providing the connection between government and community groups.

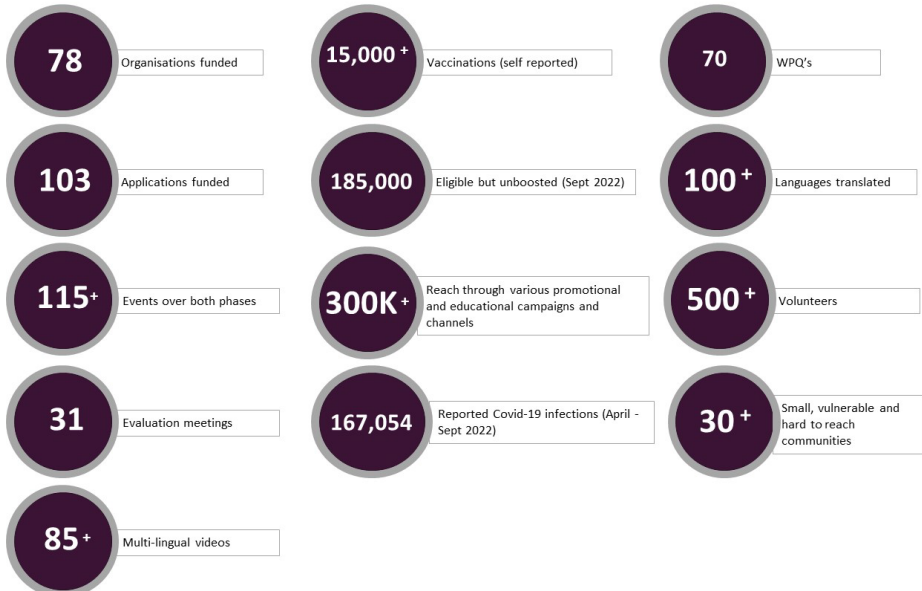
A total of \$2 million was administered over two phases. In Phase 1, the focus was on achieving the 90 percent vaccination target by Christmas 2021, as set by the government. Phase 2 was to support Booster Uptake and the Paediatric Vaccine.

The large presence of vaccination pop-up clinics, the vaccination target and the **“two shots for summer”** campaign, and the requirements for a vaccine pass to gain access to a range of social and business settings were key levers in Phase 1. People were motivated and keen to build their immunity, avoid lockdowns and to get on with life. This contributed to achieving the government’s vaccination target by Christmas 2021.

**“Communicate, educate and vaccinate”** was the approach in Phase 2. There was a high level of hesitancy because of misinformation, confusing messaging, linguistically inaccessible content, and changing rules and settings. We undertook to better understand the reasons behind this hesitancy through the Vaccine Hesitancy Survey and one on one meetings with community leaders.

One of the key challenges experienced was the absence of a systemic approach to funding ethnic communities in the COVID-19 response. As a result, we had to advocate and lobby MoH for funding of vaccines, manage requests for support from our mandated communities and implement within short timeframes. This placed pressures not only on us but on community groups. However, despite these constraints, the contribution of the ethnic sector to the health outcome has been impactful. The system benefitted from the infrastructure of these community organisations and groups, noting that the funding criteria did not allow for support of their core operations.

The figure below summarises the accomplishments achieved through the funding (source: COVID 19: Vaccine Uptake Fund Final Report).



Beyond the physical and tangible accomplishments, the available funding also meaningfully contributed to results as follows:

- Built alliances across the community sector and with different population groups.
- Developed trust and connection with government agencies.
- Delivered better health connections and better health outcomes.
- Enabled social cohesion and connectedness following lockdowns, by bringing people together within the restrictions.
- Reduced linguistic barriers by empowering communities to produce better quality translated information.
- Created visibility of the impact and value of the ethnic community and voluntary sector.
- Built trust in ethnic community organisations.
- Created access to communities and built visibility and relationships with small, vulnerable, and hard to reach individuals and groups.
- Highlighted the trusted advisor role that ethnic community health professionals played in supporting their communities.
- Strengthened the partnership between the health system and the Ministry for Ethnic Communities.

***We funded ethnic community organisations to enable them to support their local communities.***

Aside from the ECCVUF, we also set up the Ethnic Communities Communications Fund with MoH. The fund made \$2 million available for ethnic community organisations to help them share vaccination information with their communities.

It complemented the wider government COVID-19 vaccination communications and engagement campaign. This provided information in multiple languages, used ethnic media and extensive community engagement.

***We kept our communities informed and aided them through the Auckland floods and Cyclone Gabrielle.***

Early in 2023, the North Island was hit by two severe weather events within days of each other: the flooding in Auckland and Cyclone Gabrielle. We kept our communities informed and aided them through these difficult times.

As the incident developed, we conducted check-ins with community facilitators/leaders and service providers to ensure they were aware of where to access information and support. We worked hard alongside agency partners to ensure our ethnic communities were able to access and receive the support they required.

We were not involved operationally in crisis management. However, the connections we maintain allowed us to feed important insights to ensure the government's response was efficient and appropriate for ethnic communities.

Our Strategic Engagement and Partnership Advisors conducted frequent engagements with community organisations. They connected government information and resources to communities.

We initiated a series of hui with ethnic service providers from across the country to discuss regional and national issues and how ethnic communities can be supported in the recovery as a platform for them to inform us of the specific needs of their community. We encouraged them to let us know of any isolated community or those who were unable to reach out for help so we could feed the information up the right channels. This was also an opportunity for us to pass on information to them from those running the emergency response, so they could share with their networks.

We also contributed ethnic community insights and experiences to cross-government agency policy and funding meetings. The Chief Executive of the Ministry is also part of the Public Sector Chief Executive's Caring for Communities forums which were held regularly. This enabled the Ministry to influence at the top table to ensure ethnic communities are not forgotten in times of crises and that services provided to all New Zealanders included the needs of ethnic communities.

We also made changes to the Ethnic Communities Development Fund (ECDF) criteria to allow groups to apply for funding which could then be used to provide practical support to their communities following these weather events. The use of ECDF funding supplemented the response of ethnic communities who provided crucial practical support to those in need.

This practical support included:

- Translating information into a range of languages, using funding provided by the Ministry of Social Development (MSD).
- Helping people apply for government support. Some of these people were seeking assistance from the government for the first time.
- The Sikh community delivering food in Hastings.
- Radio stations relaying messages in other languages to affected areas.
- An ethnic community hub created in Gisborne.
- Tairāwhiti Multicultural Council offering large planter boxes in front of shops to protect dairies.
- Starlink devices being donated to communities to ensure connectivity.

Based on our communities' need for one place to go for information about getting support, we created a Cyclone and Flood Support hub on our website: [Cyclone and Flood support | Ministry for Ethnic Communities](#). The hub provided information for people affected by the cyclone and flooding and those working to support them. It includes information about funding, mental health and wellbeing, business, insurance, and language support.

Now, the focus is on supporting our affected communities across the North Island, particularly those who have been isolated and cut off from supplies and support. We know that it will take some time to deal with the aftermath.

## 2. We strengthened our efforts to help ethnic communities grow their capability and flourish.

### ***We help grow local capability through the Ethnic Communities Development Fund.***

The Ethnic Communities Development Fund (ECDF) exists to help ethnic communities grow their skills, celebrate their culture, and take part in society.

Over the past two years, approximately \$8.4 million has gone to a wide range of community organisations across the country. Funding has been in the form of small grants (most range from \$2,500 to \$20,000) to build connections and capability in ways that link to the Ministry's priorities.

Examples of funded initiatives include local cultural festivals, ethnic radio programmes and podcasts, programmes to help people build skills in areas such as employment, leadership, language, parenting and supporting different cohorts such as elders, youth, women, the LGBTQIA+, and business communities.

Lady Khadija Charitable Trust received an ECDF grant in August 2022 towards a seven-day leadership programme. The programme was tailored to women from Christchurch's ethnic communities. The programme ran from February to June 2023. Lady Khadija Charitable Trust co-founder **Dr. Hafsa Ahmed (MNZM)** said *"the course, which wouldn't have been possible without ECDF funding, has made a real difference to the women's lives."*

We have recently redeveloped our ECDF Hub on our website which provides information for communities who wish to apply for an ECDF grant. It also highlights examples of how ECDF funding supports ethnic communities who have received funds.

### ***We connect diverse communities through the Ethnic Advantage conferences to help them flourish.***

The Ministry held three Ethnic Advantage conferences between November 2022 and May 2023. The conferences were an opportunity for people from diverse ethnic communities to connect, inform and grow together. The conferences provided a space for celebration and

*"I thought the CHCH conference was the best MEC had ever held in both quality and variety. The MEC inclusion of a Rainbow session was particularly relevant – I learnt a lot from the speakers." – Simon Tam.*

inspiration and were held in Ōtepoti Dunedin, Ōtautahi Christchurch and Tāmaki Makaurau Auckland with over 550 attendees.

The conferences allowed our communities to talk about important issues such as leadership, culture, and a sense of belonging, laugh over kai, and listen to speakers discussing topics ranging from health equity, funding tips and tricks, and youth-related issues.



## ***We collaborate with Stats NZ to improve official data gathering and reporting so policies and services are informed by evidence.***

We partnered with Statistics NZ in the lead up to 2023 Census, to ensure the census was as inclusive as possible. We:

- Provided information in 27 languages on the 2023 Census website.
- Engaged with our communities to see where support was needed. For example, support was requested from one of our ethnic communities in Invercargill. We connected them with the Census team, who set up a station at the Invercargill Central Library to help anyone who required assistance.
- Communicated the different phases of the 2023 Census on our platforms, like newsletters and social media channels.
- Coordinated with ethnic leaders to record video messages in their mother tongue about why their communities need to be counted.
- Worked with ethnic communities in areas affected by the Auckland floods and Cyclone Gabrielle to support events and communicated the Census extension to June 2023.

Statistics NZ is now analysing all the Census data. We are confident it will provide government and other service providers with vital information on ethnic communities to help shape future policies and service delivery that will work for them.

### **3. In health, we collaborated with the health sector so that ethnic communities are heard and get the information and services they need.**

We know that equitable access to health and mental health services is at the top of the priority list for ethnic communities when it comes to government services.

In October 2022, our Chief Executive worked with the Chief Executives of Te Whatu Ora ([Health New Zealand](#)), Te Aka Whai Ora ([Māori Health Authority](#)), and Manatū Hauora ([Ministry of Health](#)) on an initiative aimed to bring ethnic communities' specific needs and perspectives to the table.

The Government has been working on its health reform strategy for Aotearoa New Zealand and it was important that the needs of ethnic communities be represented in this work. The Ministry took some strategic steps to ensure that ethnic voices informed the development of new health strategies and services.

Since that meeting with health sector Chief Executives, we are now starting to see progress happening both in policy and service delivery sides of the health sector. The Ministry will continue to focus on this area of work into the future.

We have also taken several actions to engage with ethnic communities and ensure they have access to channels to share their views on government health services and how to make them more accessible.

## 1. Pae Ora - New Zealand Health Strategy engagement workshops

The Ministry partnered with MoH to deliver workshops with ethnic communities and health service providers across the country to ensure that ethnic communities could play a vital role in shaping Pae Ora - the New Zealand Health Strategy.

More than 450 people attended 26 in-person workshops across 14 regions in February and March 2023.

26 in-person sessions

14 regions

450 participants

4 online sessions

The engagements highlighted that health remains a priority of ethnic communities, who experience their own unique challenges with the health system in Aotearoa New Zealand. Tailored solutions are required. Some of the areas identified as important through the recent engagements and previous work of the Ministry include:

- Access to services, including overcoming language and cultural barriers, having to advocate for preventative care, lack of understanding of how to navigate the health system, and affordability.
- Mental health support, including the areas of suicide prevention, family and sexual violence, and harmful addiction/substance abuse behaviour.
- Improving the linguistic, cultural competency, and safety of the workforce, including provision of a workforce that is representative of the community it serves.
- Disaggregated evidence about health needs of individual communities that fall under MELAA (Middle Eastern, Latin American, and African) and Asian categories.

*“My team has been working closely with the Ministry for Ethnic Communities to run a series of workshops all around the country where we've been trying to get out and talk to ethnic communities and people that represent ethnic communities and provide health and other services to them. We've got about 30 or so different events that we have been running in different places. We've been hearing about all the different Communities Committee's views and perspectives and hopes for the future of health and wellbeing for themselves, their families, and their communities, and really understanding some of what matters to them and what are the big opportunities for change. And this is all part of our work to think about health strategy for the future and some of the big opportunities that we've got over the next 10 to 15 years to change and improve health and wellbeing for all communities here in Aotearoa.” – Simon Medcalf, Group Manager Strategy, Ministry of Health.*

MoH has confirmed that the Strategy is now being finalised for publication in July 2023.

## 2. “For Health’s Sake” plenary sessions

“For Health’s Sake” was a plenary session at both our Ethnic Advantage conferences that took place in Dunedin and Christchurch in November and December 2022. This was to engage ethnic communities in the evolution of health services to meet their needs.

Over 300 people attended these sessions, and the discussions were very constructive. Officials from Te Whatu Ora and Te Aka Whai Ora were on the panel alongside community representatives.

### 3. Health awareness animation videos

To help ethnic communities understand more about what health services they can access, the Ministry produced a series of short, animated videos covering a range of topics in multiple languages.

Chosen topics are those important to our ethnic communities including men's health, women's health, mental health, children's health, youth health, older persons' health, immunisations, anti-viral medicines, cardiovascular disease, and diabetes.

Videos are now available on the Ministry's website in Arabic, Bahasa Indonesian, Cantonese, Mandarin, English, Farsi, French, Gujarati, Hindi, Japanese, Korean, Portuguese, Punjabi, Somali, Spanish, Tagalog, Tamil, Thai, and Urdu.

### 4. To unlock business potential, we've initiated connecting businesses with one another and with government service providers.

We've started implementing our initiatives to bring together ethnic individuals, ethnic business owners, economic organisations including Māori and Pacific and relevant policymakers with an interest in the development of economic connections and business opportunities.

#### ***Ministers' Roundtable Meeting with Heads of Business Council and Ethnic business leaders***

Feedback from small businesses has indicated that the barriers they face are systemic in nature, and that government services are not reaching ethnic businesses in the way it is intended by the Government.

As such, we set up a Ministerial meeting to enable Ministers to hear directly from ethnic business owners. This session enabled key decision makers to listen and respond to the barriers identified by both ethnic businesses and research.

An invitation-only session for relevant Ministers of the Crown and Heads of Business Councils was held in April 2023.

This session enabled discussion on the sharing of innovative practices related to labour migration governance, social dialogue, and local ethnic businesses as connections for trade and economic development for Aotearoa New Zealand. This roundtable gave each participant equal standing in a discussion, enabling them to contribute their perspectives and ideas freely and fully to the conversation. The conversation aimed to inform policy decisions and decision-makers' understanding of context when developing these policies.

*"Looking forward to further ministerial discussions such as the inaugural Ministerial Roundtable with other heads of business councils and Ethnic business leaders. A great opportunity to be part of a team to represent the NZ Malaysian Business Association Inc (NZMBA), in voicing concerns that are affecting the community at grassroot level and put forth recommendations."* – **Pamela Louis, Director, Trident Projects NZ Ltd.**

A summary of the key issues and action points discussed at the meeting included:

- Challenges faced by ethnic businesses specifically women.
- Barriers to accessing business support.
- Cultural and linguistic barriers faced by ethnic businesses.

*“Take the plunge. Even if you don’t necessarily know what to do with your career, that’s the beauty of this graduate programme – there are so many opportunities.”* said **Sondos Quraan**, one of our graduates who secured a job with The New Zealand Customs Service through the second intake of our Graduate Programme.

- Utilising the overseas connections that ethnic businesses have.
- Raising awareness about migrant worker exploitation.

### ***We held the EthnicBiz Forum to understand the needs and concerns of ethnic businesses and to improve our ability to advocate on their behalf.***

We are focused on unlocking untapped potential in our skilled small businesses and to connect with Māori, Pacific, and Pākehā businesses to expand opportunities for all.

In May 2023, we held the EthnicBiz Forum entitled “Unlocking Ethnic Business Potential”. The main objective of the Forum was to actively listen to the ideas, needs, and concerns of ethnic businesses, then liaise with relevant government and community organisations to bring ideas to life, address different challenges, and explore further opportunities for a more inclusive economy.

The Forum drew together more than 100 participants from ethnic businesses, business associations, government, and financial organisations.

Participants represented various business groups, like the Auckland Business Chamber, the Employers and Manufacturers Association, the ASEAN New Zealand Business Council, the New Zealand Malaysia Business Association, the New Zealand Shandong Business Association, the Taranaki Chamber of Commerce, the Canton Chamber of Commerce in New Zealand, the Indian New Zealand Business Council, and other umbrella business organisations. The Minister for Diversity, Inclusion and Ethnic Communities, Hon Priyanca Radhakrishnan, and Minister for Auckland, Immigration, Transport and Workplace Relations and Safety, Hon Michael Wood, also joined the event.

The Forum was one step in our integrated chain of economic development initiatives for our ethnic communities and will now leverage the knowledge gained to help shape and set priorities for our Economic Development Programme.

## **5. In employment, we created employment pathways, improved better ethnic representation in boards, and promoted inclusion in the workforce.**

### ***We create pathways to employment in the public sector through the Ethnic Communities Graduate Programme.***

The Ethnic Communities Graduate Programme was set up in July 2021 and offers a pathway into the public service for new graduates. Its purpose is to overcome barriers to employment experienced by ethnic communities and ensure the public service is representative of the people it serves.

Graduates are employed by the Ministry and seconded into a job at one of several participating government agencies for 18 months. The programme offers graduates the opportunity to contribute to a range of work, learn from public service professionals and receive wrap-around support that sets them up to pursue a rewarding career in the public sector.

Since its launch, the Ministry has seconded 37 ethnic graduates into their first job in the public sector across 21 host agencies. Of these graduates, 30 have secured roles in the public sector. Eighty-nine percent of participating managers reported they would host graduates again.

The next intake of 17 graduates starts in July 2023. Participating host agencies for the third intake include:

- Inland Revenue.
- Ministry of Transport.
- New Zealand Customs Service.
- New Zealand Intelligence Community.
- New Zealand Police.
- Te Kawa Mataaho – Public Service Commission.

### ***We nominate ethnic people to public sector boards and committees to achieve better representation.***

One of the best ways to improve the wellbeing of ethnic communities is for more ethnic people to be represented on public sector boards and committees. The decisions made by these boards and committees have a direct impact on the lives of ethnic communities.

Since its establishment, the Ministry has made a record number of nominations across state sector boards and committees to give ethnic communities “a seat at the table” and more influence in decision making on issues that affect them.

The main reasons for doing this are to

1. Demonstrate the Ministry's commitment to supporting greater ethnic diversity on boards

2. Showcase the talent on our nominations database

3. Improve the chances of ethnic community candidates being appointed

This has resulted in a 44 percent increase in the number of ethnic community members on state sector boards and committees since 2019. One person can be on more than one board and, between 2019 and 2022, there was an increase of 77 percent of board roles held by people from ethnic communities.

The Ministry has collaborated with other nominating agencies (Ministry for Women, Ministry for Pacific People, Whaikaha Ministry of Disabled People and Te Puni Kōkiri) to deliver:

- Three online governance CV training sessions. Ninety attendees from the Ministry's nominations database attended one of the three sessions.
- One online training session on using LinkedIn effectively, with 115 attendees from all population agencies, including 25 people from the Ministry's nominations database. The session was positively received, with 97 percent of those who responded to the online poll saying they would recommend the course to others.
- An online session about Public Sector Board Appointments with nearly 200 attendees. All attendees said that they would recommend the training course and were very satisfied.
- A session with Whaikaha Ministry of Disabled People, for staff involved with board appointments to inform them of our respective nominations databases and to reinforce the need for greater diversity on boards.

## 6. In education, we collaborated with the education sector to address racism and discrimination and improve inclusion.

In 2022, we partnered with the Education Review Office (ERO) to talk to ethnic communities about their children's education. The aim was to help the government think about future needs and how the education system could be more responsive. The resulting report, "Education for all our Children: Embracing Diverse Ethnicities", was released in March 2023.

This report is a significant milestone in our conversations about ethnic diversity within New Zealand's schooling system. It sheds light on diverse education experiences and opening a chapter in an under-reported area for ethnic communities.

*"We have been working hard on the LTIB report and have made many changes in response to the feedback we received through the consultation process. Thank you so much for your role in contacting and facilitating the community hui. We were pleased to see the interest and engagement from your members and appreciated their time and insights." – Ruth Pritchard, ERO.*

The report shows that by 2043 more than one in four learners in Aotearoa New Zealand will be from an ethnic community and two in five learners in Auckland will be Asian. It shows that learners from ethnic communities encounter widespread racism, isolation, and lack of cultural understanding, and the education system does not always reflect what Aotearoa New Zealand's ethnic communities want.

Education must meet the needs of all our children and this report looks at how to do better for ethnic communities. It includes options for change to make Aotearoa New Zealand a great place to learn for our children and young people from ethnic communities.

Prior to this report, there was only anecdotal evidence on the extent of racism and discrimination experience in schools. There is finally strong evidence to help shape government policies and school learning environments to future-proof and make our education system truly inclusive.

The topic of racism and discrimination is at the core of our work at the Ministry. We are committed to continue this important mahi with our communities and the education system.

## **7. We make time to celebrate our ethnic communities and improve their sense of belonging and inter-cultural capability.**

Since it was established, the Ministry has helped host parliamentary events, including the launch of the Ministry and our graduate programme, to cultural celebrations including Eid, Diwali, and Chinese New Year. Around 1,200 people of different ethnicities attended these events.

These events demonstrate government leadership in the work to improve diversity and inclusion in Aotearoa New Zealand. They send the message that all people belong here, no matter where they are from or how long they have lived here.

The cultural celebrations were very much multi-cultural. Attendees include those from different ethnicities and cultures. We witnessed cultural exchange and enrichment as they mingled with one another, sharing their own practices and stories.

We witnessed what these celebrations meant for the attendees, and the value of these in growing wider societal solidarity.

For newcomers to Aotearoa New Zealand, these events make them feel welcome and enables the wider population to experience other cultures. These events help build understanding and empathy and strengthen inter-cultural capability.

## **8. We have encouraged greater understanding amongst ethnic communities of the role Te Tiriti has in Aotearoa New Zealand.**

This has included meeting with officials from the Waitangi Trust Board (WTB) to discuss opportunities for ethnic communities to actively participate in Waitangi Day celebrations, and inviting ethnic media to cover the celebrations. These activities were designed to make ethnic community members more informed about Māori history, the significance of Te Tiriti and to contribute to greater diversity and inclusion in Aotearoa New Zealand.

## **9. We have worked with others to help the impact of crime on our communities, including family and sexual violence.**

We have facilitated several engagements focused on retail crime prevention and support for Indian small business owners. These included:

- Running a session at the EthnicBiz Forum in May 2023, that allowed ethnic communities to engage with NZ Police officials to discuss crime prevention measures and their National Retail Investigation Support Unit.
- Co-hosting several meetings organised by the NZ Police with Indian community leaders, designed to address concerns related to retail crime. These meetings were in response to concerns raised by Indian communities following the fatal stabbing of Janak Patel, during an aggravated robbery in Auckland. The meetings enabled government agencies to update the community on crime prevention programs, victim support, and other initiatives underway to deter and respond to retail crime.
- Collaborating with the Insurance Council of New Zealand (ICNZ) to address the lack of Business Insurance support for Indian community leaders. This led to the facilitation of ongoing discussions with ICNZ.

These activities enhanced cooperation between agencies and provided information to communities on support programs.

We have also been actively engaged in efforts to address family and sexual violence in ethnic communities (FVSV). Coordinated efforts across all relevant government agencies are required to understand and address the unique profiles and experiences of FVSV in ethnic communities. Te Aorerekura is the National Strategy to eliminate FVSV. The Te Aorerekura Action Plan (the Action Plan), led by Te Puna Aonui (TPA), provides a framework for agencies to collaborate on preventing and eliminating FVSV. The Ministry is a supporting member of the TPA agency network and supports the implementation of Te Aorerekura.

Preventing and eliminating FVSV amongst ethnic communities is a key priority of the Action Plan. The Ministry works closely alongside TPA and other agencies to advise on and support Te Aorerekura actions related to ethnic communities and to ensure their priorities are reflected in the implementation and refresh of the Action Plan.

As part of this work we co-hosted several engagements during the development of Te Aorerekura. Sessions were held in Whangarei, Auckland, Hamilton, and Christchurch to ensure the voices of ethnic communities were reflected in the strategy and action plan.

We also supported the establishment of an Ethnic Communities Family Violence and Sexual Violence Prevention Network which has advised agencies such as MSD and the Ministry of Justice on their FVSV prevention policies and work programmes. This included supporting the Ethnic Communities Violence Prevention team within MSD to connect with ethnic communities and encourage attendance at their ethnic communities FVSV prevention workshops.

The insights gained from the workshops will help inform future prevention activities targeted to support ethnic communities, and help Government understand what is and is not working for ethnic communities in violence prevention and support.

The Ethnic Communities Family Violence and Sexual Violence Prevention Network has been operational for a year now and there will be an official launch on Friday 25 August 2023.



## **10. We have continued our work to improve social cohesion and contribute to the elimination of racism.**

The Te Korowai Whetū Social Cohesion government work programme provides a strategic framework to reflect and realise the vision of “people, families, whānau and communities thriving together”. The Ministry continues to support this programme by closely aligning its work with the overarching outcomes, providing guidance on matters related to ethnic communities, and advising a range of stakeholders to enable linkages to the work on social cohesion. This will lead to better outcomes for communities through harmonised efforts.

Supporting this work, we have also been actively engaging with the National Action Plan Against Racism (NAPAR) so that the unique experiences and needs of ethnic communities are appropriately reflected within the work programme.

NAPAR is led by the Ministry of Justice and is a New Zealand Government commitment aimed at progressively eliminating racism in Aotearoa New Zealand. Reducing and eliminating racism is integral to the Ministry’s work which includes promoting the value of diversity and ensuring equitable outcomes for ethnic communities.

These priorities are also articulated in the Government Response to the Royal Commission of Inquiry (RCOI) into the terrorist attack on Christchurch masjidain in March 2019, and the Te Korowai Whetū Social Cohesion work programme.

## **11. We are working to lead the way in efforts to close ethnic pay gaps in the Public Service**

The Ministry is a member of Te Whakapiri, which includes Te Runanga o Nag Toa Āwhina (the PSA Māori Network), the Public Service Association (PSA), Te Puni Kōkiri, the Ministries for Women, Pacific Peoples, and Ethnic Communities, Whaikaha, and employee-led network representatives from pan-Asian, Disabled, and Rainbow networks, and the Equal Pay Taskforce. This group developed Kia Toipoto - a comprehensive set of actions to help close gender, Māori, Pacific and ethnic pay gaps in the public service. Te Whakapiri helps to ensure that the voices and views of women, Māori, Pacific Peoples, ethnic groups, Rainbow communities, and people with disabilities, are at the centre of this work.

Te Whakapiri supports agencies and entities to help them put Kia Toipoto into action, including developing guidance and running workshops on career progression, pathways, breaks and leave and recruitment guidance.

# **We are grateful for the confirmation of the value of our work.**

## **12. Te Hāpai Hapori – Spirit of Service**

The Ministry’s value to the public sector was recognised at Te Hāpai Hapori – Spirit of Service Awards 2022 with the three awards listed below:

### **Prime Minister’s Award for the Care in the Community Welfare Response**

A joint agency response to keep people safe from COVID-19 and provide food, essential welfare, and health support.

### **Better Outcomes Award for the Afghanistan Resettlement Response**

A joint agency response to ensure the safe arrival of over 1700 evacuees to Aotearoa New Zealand.

### **Special Commendation for Policy Excellence**

Strategy and Policy COVID-19 Group for providing robust system-level advice and delivering policy into legislation at pace.

## **Appendix A – Snapshot of Achievements**

# Appendix B – General Information

## 13. Ethnic community sector

- Ethnic communities make up around 20 percent of Aotearoa New Zealand’s population, representing about a million people. This includes new and temporary migrants, former refugees, asylum seekers, long term-settlers and those born in Aotearoa New Zealand.
- Our country is also home to both well-established ethnic populations that have been here since the 1860s, and smaller emerging populations that have settled here for a better life.
- Our country is incredibly diverse, representing approximately 200 ethnicities and 170 languages.

## 14. The Ministry for Ethnic Communities’ approach

The approach we take in engaging our communities can be grouped under the following five headings:

- Building and maintaining relationships of trust.
- Connecting ethnic communities with each other, Māori and with central and local government.
- Gathering information to inform policy and service delivery design.
- Building community capability to support community-led development.
- Growing a sense of belonging by supporting the expression of cultural identity.

In doing our work, we pay particular focus on groups that need additional support for a range of reasons that relate to that group. These are ethnic:

- Women.
- Youth.
- Disabled.
- Rainbow community.
- Emerging communities that may currently lack formal legal structures and have limited connection with government.