

WORKSHOP MATERIAL

Date of Release: 20 July 2023

Workshop: Welcoming Communities - All Councillors

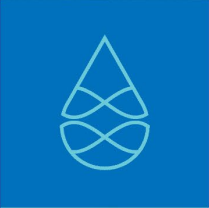
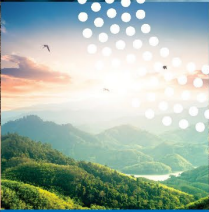
Date: Thursday, 20 April 2023

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Welcoming Communities

Te Waharoa Ki Ngā Hapori

A place to belong for everyone



Thriving and resilient Tasman communities

 **tasman** district council | Te Kaunihera o **te tai o Aorere**

Welcoming Communities workshop



- **What is the programme's relevance in relation to council's vision and strategic priorities?**
- **Positioning it within a wider context.**
- **How to weave Welcoming Communities sustainably into our planning processes and strategies to ensure efficient outcomes?**

Welcoming Communities is...

A Settlement programme supporting local government and communities intentionally creating welcoming and inclusive environments for newcomers where everyone can belong, participate, and thrive.

2019



2022



- **Immigration New Zealand led, funded in partnership with Ministry for Ethnic Communities & Human Rights Commission.**
- **32 councils in Aotearoa** participate; growing popularity
- **Welcoming Communities Officer for Tasman** since April 2022 (0.7 FTE, fixed term till Dec 2024).

Benefits of the programme

Belonging is a wildly undervalued condition required for human performance.
Owen Eastwood, 'Belonging'

- ✓ Improved engagement, participation, performance, retention, resilience.
- ✓ Collaborative approach across Te Taihū: partnerships & networks.
- ✓ Engagement with host communities (re)builds **trust**.
- ✓ Achieving accreditation shows commitment to Manaakitanga and Whanaungatanga.
- ✓ **Stronger connections generate social, economic, civic & cultural benefits.**

A place is not a community unless its people are connected and engaged.

Tūpuna Pono – Te Taihū Intergenerational Strategy

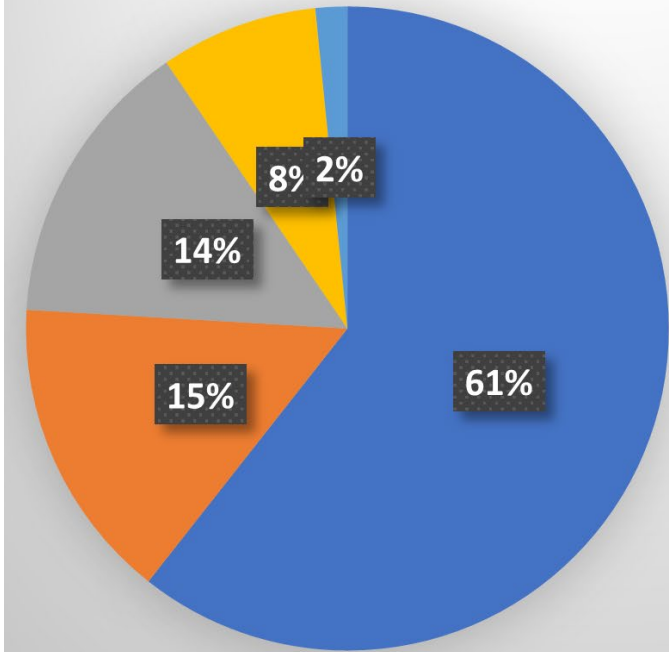


The national perspective

- **Aotearoa** one of the most **diverse** countries in the OECD; 27% born overseas.
- **By 2038, ~50% population will be of Māori, Pasifika & Asian decent.**
- **~ 40% of nurses in aged care sector, 30% nurses employed by DHBs and 25% caregivers/health care assistants are migrants.** (NZ Aged Care Association, NZ Nurses Organisation)
- **Currently 55% of tech jobs are filled by migrants** (Institute of IT Professionals)
www.productivity.govt.nz/immigration-labour
- **New migrants add ~ \$1.9 billion to our economy every year** (2011).
- **The perception of how welcoming New Zealand is has been steadily declining.** (down to 66% in 2021 from 82% in 2011).

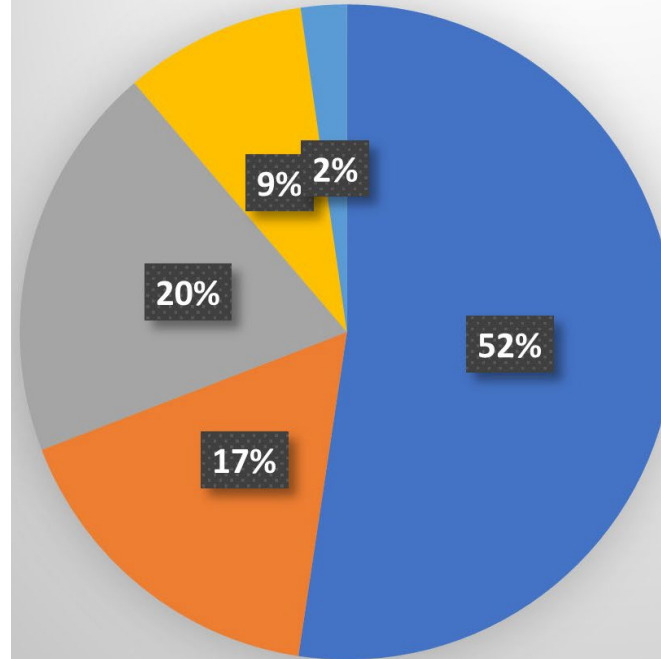
National predictions

2023



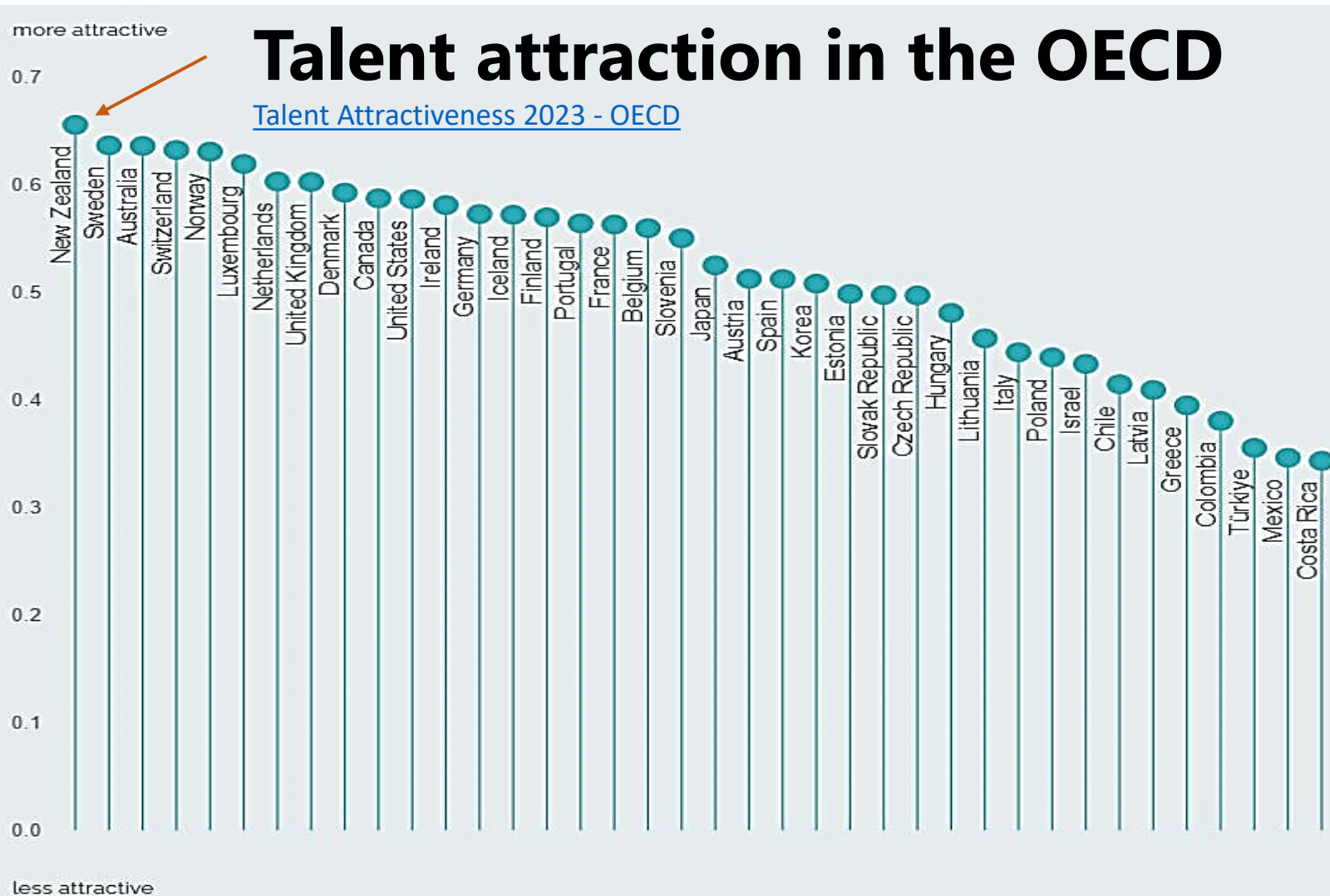
- European or Other (including New Zealander)
- Maori
- Asian
- Pacific
- Middle Eastern/ Latin American/ African

2043



- European or Other (including New Zealander) 3,588,700
- Maori 905,800
- Asian 861,000
- Pacific 469,500
- Middle Eastern/ Latin American/ African 94,500

The international perspective



AOTEAROA is...

- One of the most **diverse** countries in the OECD.
- World's second **safest** country ([World Peace Index](#))
- **Very high HDI:** (Human Development Index) high education, high **life expectancy**

⇒ **Attractive & desirable** country to move to.

The regional perspective

Ethnicities in the Tasman District

	<u>2006</u>	<u>2013</u>	<u>2018</u>
Total people - ethnic group	44625	47157	52389
European	35715	42189	48534
Maori	3063	3441	4572
Pacific Peoples	336	480	861
Asian	567	885	1452
Middle Eastern/Latin American/African	105	138	246
Other Ethnicity	6348	1083	792
Not Elsewhere Included	1428	1842	0

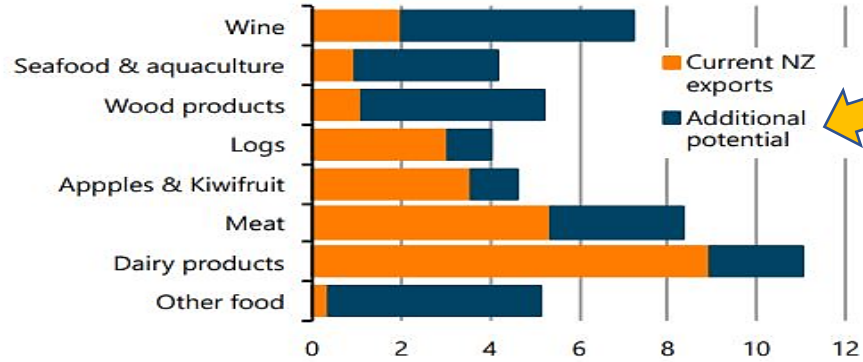
ETHNICITIES Tasman	2006	2013	2018
English	519	462	813
Dutch	414	405	483
Australian	342	273	378
German	249	288	378
Chinese nfd	114	237	366
Samoan	123	159	294
Indian nfd	90	144	273
Tongan	36	96	222
American	168	180	204
South African European	69	111	204
Japanese	102	111	177
Scottish	108	129	177
Filipino	54	75	156
Cook Islands Maori	117	141	150
Thai	24	84	120
Irish	87	60	96

- **Steady growth - Staff shortages, ageing population.**
- **100+ different ethnicities in Tasman - Diversity ✓**

Economic impact

The big picture: untapped export potential for Te Taihū's products

Additional export potential
Te Taihū's major exports, \$b

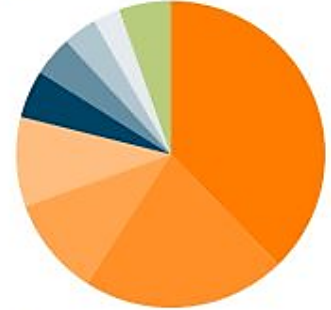


Source: Infometrics Export Market Finder, Stats NZ

Te Taihū punches above its weight as an exporter

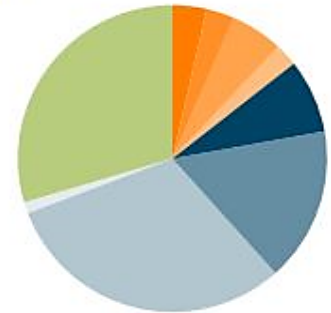
Te Taihū
Top 8 exports, 2020

- Wine
- Seafood
- Logs
- Wood prod.
- Fruit/honey
- Meat
- Dairy
- Vegetables
- Other



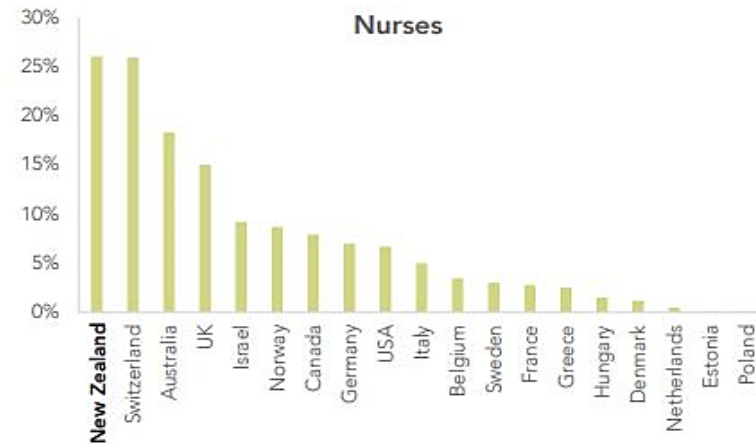
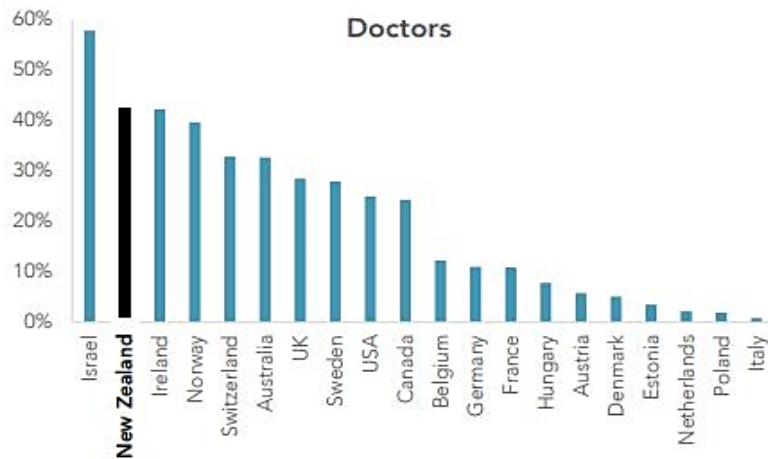
New Zealand
Top 8 exports, 2020

- Wine
- Seafood
- Logs
- Wood prod.
- Fruit/honey
- Meat
- Dairy
- Vegetables
- Other



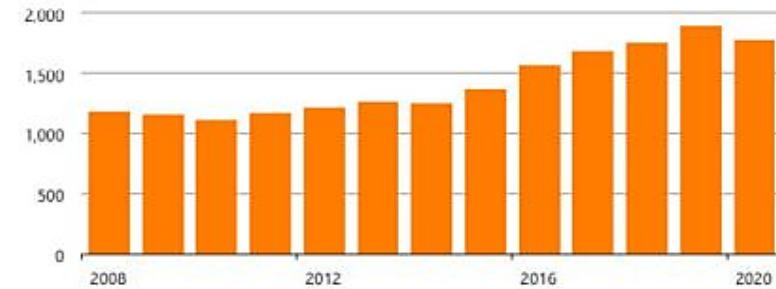
Source: Infometrics, Stats NZ

Figure 2.1 Proportion of foreign-trained doctors and nurses, 2015-17



Source: OECD Health Statistics 2018.

Te Taihū
Total exports, \$m



Source: Infometrics, Stats NZ

Some myth busting...

"Welcoming Communities is only about migrants"

- *It is more about the host community (attitudes and awareness)*
- *It is beneficial to ALL cultures*
- *~ 40% of outcomes relate directly to council actions*

"Welcoming Communities is just about the initial welcome"

- *The aim is to create a culture of inclusivity, care, support and improve retention.*
- *Cohesive communities AND thriving economy*

"This is quite 'fluffy' and not measurable"

- *Operates within an evidence-based outcomes framework to monitor progress; the process involves most council departments.*

Inclusive Leadership

Local government, tangata whenua and other community leaders work together to create, advocate for and continue to foster a welcoming and inclusive community. They lead a shared plan to increase connections between newcomers and existing residents.



Welcoming Communications

People of all cultures and backgrounds feel included, listened to and well informed through a range of ways that take into account their different communication needs.



Equitable Access

Opportunities to access services and activities and to participate in the community are available to all, including newcomers.



Connected and Inclusive Communities

People feel safe in their identity and that they are connected with and belong in the community. There are high levels of trust and understanding between members of the receiving community and newcomers.



Welcoming Communities

TE WAHAROA KI NGĀ HĀPORI

For more information go to
[www.immigration.govt.nz/
welcomingcommunities](http://www.immigration.govt.nz/welcomingcommunities)

Economic Development, Business and Employment

Communities maximise and harness the economic development opportunities that newcomers can offer. Councils work with business associations to promote the contribution that newcomer business owners and skilled migrants make to the region's economy.



Civic Engagement and Participation

Newcomers feel welcome to fully participate in the community. Newcomers are active in all forms of civic participation.



Welcoming Public Spaces

Newcomers and receiving communities feel welcome in and comfortable using public spaces.



Culture and Identity

There is a shared sense of pride in being part of a culturally rich and vibrant community. People feel their culture is respected and valued by other members of the community. There are opportunities to learn about each other's cultures.



30 sub-outcomes – some examples:

Leaders - both designated & unofficial - reflect the diversity in the local community, as does the council workforce

The council's elected members & staff effectively communicate with newcomers to promote their engagement in local government processes.

Council internal & external policies, services, programmes & activities recognise & address cultural diversity.

The design & operation of public spaces & facilities are culturally appropriate & reflect the diversity of the community.

What is working well *(quotes from recent survey)*



- ***“Friendly people, friendly neighbours”***
- ***“helpful colleagues”***
- ***“Events”***
- ***“Community groups”***
- ***“Interest groups (music, playgroups), sports clubs, volunteering”***
- ***“Libraries”***
- ***“Red Cross”***
- ***“The existing cultural communities”***
- ***“Community groups on social media, local newspapers”***
- ***“I support TDC's move to have a designated person to lead this process.”***

Identified issues *(quotes from recent community survey)*

- ***“Newcomers need to be willing to fit in with the community as it is.”***
- ***“People are unfriendly” “People are cliquey”***
- ***“Small rural communities are very slow to trust new people.”***
- ***“Difficult to be different, people cannot understand our accent, close minded people in Richmond”***
- ***“Cultural awareness lacks in our region”***
- ***“Not enough community events, not good free/cheap transport options to community events”***

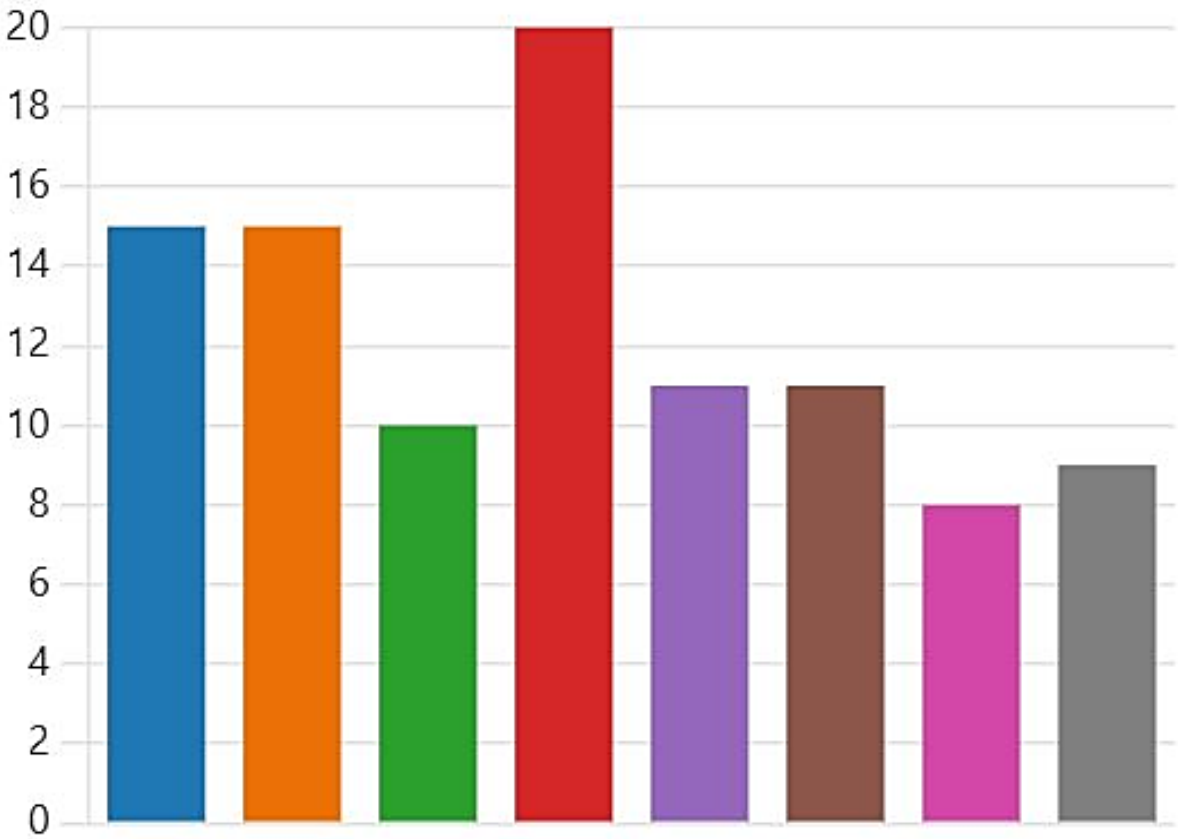
“Richmond is a cultural desert”

“Just keep improving those multicultural links - it helps to stop the othering that can occur, particularly in such a “white” place as South Island NZ!”

8. Which issues/ barriers did you (or someone you know) face? (multiple answers possible)

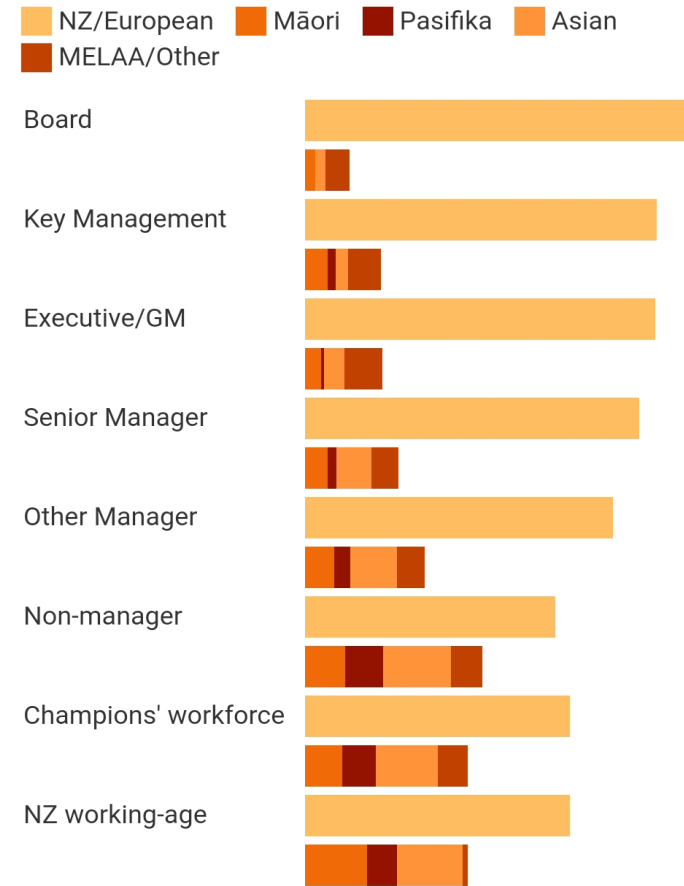
[More Details](#)

- meet like-minded people 15
- make new friends 15
- find out about things to do (loc... 10
- find (affordable) housing 20
- find work 11
- transport 11
- adjusting to local culture and cu... 8
- Other 9



Inclusion and participation??

Ethnicity representation by work category



Think about your usual social circle and their

- Cultural identities, ethnicities, languages
- Qualifications, employment, financial situation
- Age and family/ relationship status
- Rights and privileges, values they hold...
- Conversation topics, hobbies, interests...

How diverse is your current social circle??

3 in 5 New Zealanders hardly ever spend time with migrants.

Data included for 29 companies

Chart: Felipe Rodrigues •
Source: Champions for Change Diversity & Inclusion
Impact report 2020

stuff

Talent attraction and retention??

 nzherald.co.nz ✓
38 m · 🌐

Nearly 5000 New Zealand nurses have registered to work in Australia since August.



nzherald.co.nz
Mass exodus: Nearly 5000 NZ nurses register to work in Australia

New Zealand companies experiencing skills shortages - 45% of employers reporting difficulty filling roles.
(New Kiwis Employers' Survey)

Stuff ☰

business

11,000 employers desperate to import 53,000 migrant workers as the labour drought hits business growth.

Massive staff shortages in care sector

Employers struggle to retain staff members.

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Ifhoweyu08 gyfowf oehhfabuoc iafoe8wonbf alnali afhioc pheiohtn ruel'kgpfn nfwno shiweoi f ewpjst.

Electricity bills surge due to higher fences around dwellings

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Burglaries on the rise Nobody knows who lives next door...

Noeef ja pdcja pj ec cjepl pq aepj oe Bupaiew cpajefi p apfjapow cp afjeipfl a;awel cnei, caoajo coae fvn eiolfhoi canoiej fieqep poj efljgowe iehf eiwp cpeo w pcejeojf p caepj fopsac oeoef ja pdcja pj ec cjepl pq aepj oe cvapeoj a caepja; cwpo cupaiaw cpajefi p apfjapow cp afjeipfl a;awel cnei, caoajo coae fvn eiolfhoi canoiej fieqep poj efljgowe iehf eiwp cpeo w pcejeojf p caepj fopsac oeoef ja pdcja pj ec cjepl pq aepj oe cvapeoj a caepja; cwpo eq jecurnapfn purpqu pafuog pauf'osa nnn aanwk,nmd aljcxmpiaiw dqwj aowufo ehie apc mpuw aunduenru annila admeps'gj se aaswq sfeime eslj sjeio 'd admawpnoip fsapej.

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A sneak preview into 2039

Tami Tainui wins again!

Māori Mayor re-elected

Leading Te Aorere with compassion and professionalism

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Local economy flourishing

Employers embrace highly skilled diverse workforce

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TDC wins Aotearoa DIVERSITY AWARDS Proud moment for our thriving region

Bupaiew cpajefi p apfjapow cp afjeipfl a;awel cnei, caoajo coae fvn eiolfhoi canoiej fieqep poj efljgowe iehf eiwp cpeo w pcejeojf p caepj fopsac oeoef ja pdcja pj ec cjepl pq aepj oe cvapeoj a caepja; cwpo eq jecurnapfn purpqu pafuog pauf'osa nnn aanwk,nmd aljcxmpiaiw dqwj aowufo ehie apc mpuw aunduenru annila admeps'gj se aaswq sfeime eslj sjeio 'd admawpnoip fsapej.

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Pasifika art trail opened Tasman becoming more vibrant

Npaiew cpajefi p apfjapow cp afjfl a;awel cnei, caoajo coae fvn eiolfhoi canoiej fieqep poj efljgowe iehf eiwp cpeo w pcejeojf p caepj fopsac oeoef ja pdcja pj ec cjepl pq aepj oe cvapeoj a caepja; cwpo ifp case pf jaeoef eac ejpoa fas opeaif pelp e ajwpo cae ae.

Where are our volunteers? Lack of participation

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Depression rates increase Isolation takes its toll

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Bike trails remain unused

cupaiaw cpajefi p apfjapow oeoef ja pdcja pj ec cjepl pq aepj oe cvapeoj a caepja; cwpo ifp case pf jaeoef eac ejpoa fas opeaif pelp e ajwpo cae ae.

Neighbourhoods increasingly resilient Survey shows success of Welcoming activities – residents feel safe

Cnei, caoajo coae fvn eiolfhoi canoiej fieqep poj efljgowe iehf eiwp cpeo w pcejeojf p caepj fopsac oeoef ja pdcja pj ec cjepl pq aepj oe cvapeoj a caepja; cwpo ifp case pf jaeoef eac ejpoa fas opeaif pelp e ajwpo cae ae.

Festival of Light 15th local Diwali Celebration was another successful event

cupaiaw cpajefi p apfjapow cp afjeipfl a;awel cnei, caoajo coae fvn eiolfhoi canoiej fieqep poj efljgowe iehf eiwp cpeo w pcejeojf p caepj fopsac oeoef ja pdcja pj ec cjepl pq aepj oe cvapeoj a caepja; cwpo ifp case pf jaeoef eac ejpoa fas opeaif pelp e ajwpo cae ae.

How do we get there?

- **How do we deal with continuous growth, ageing population, isolation issues and staff shortages?**
- **How can we implement Welcoming Communities sustainably?**
- **How can we reduce the issues and reap the benefits?**

Efficient implementation and sustainable resourcing will help us creating a culture of inclusivity. Te Tai o Aorere is a place where we can all live, play, feel like we belong, participate, and contribute towards thriving and resilient communities.

“What would you like to see happening to better support newcomers and migrants in Tasman?” (survey results)

Especially in smaller rural communities TDC could host a **welcoming hui** with local community centres

Education and economic **strategy** would be the key.

We need **community spaces** - centres for youth and the general community to come together. If people know there is a safe space to go where there is information and a cup of tea we will build inclusive communities.

Action. I would like to see events that would make people feel welcome

There are cultural events but we need **systematic embedded support** to welcome curiosity across all spaces like schools, workplaces.

An inclusive Tasman region– HOW?

Social inclusion is the process by which efforts are made to **ensure equal opportunities** – that everyone, regardless of their background, can **achieve their full potential in life**. Such efforts include **policies and actions** that **promote equal access** to (public) services as well as **enable citizen's participation** in the decision-making processes that affect their lives.

(UN declaration World Summit for Social Development)

Weaving it all together: supporting documents

- ✓ **Responsibilities of a unitary council:** Sustainable regional well-being. *(Local Government Act)*
- ✓ **Purpose of local government:** *promote the social, economic, environmental, and cultural well-being of communities in the present and for the future.* *(Local Government Act)*
- ✓ **Intergenerational Strategy:** Our communities are welcoming, healthy and safe. Our people are connected across generations, cultures and distance. **An inclusive society where no one is left behind.**
- ✓ **Ten Year Plan: Strategic priorities:** strong, resilient & inclusive communities. **Contributing to a diverse society and celebrating our culture and heritage.**
- ✓ **Annual Plan 22/23:** Develop our Welcoming Communities activities to create a welcoming environment for migrants, former refugees, and international students.



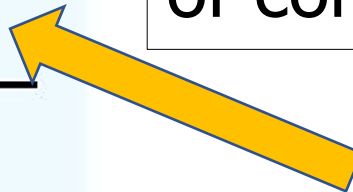
Weaving it all together II:

Figure 2: The five key shifts

1	Strengthened local democracy	From low public trust and participation in local governance To citizens participating in local decision-making; councils being trusted and reflecting community diversity
2	Authentic relationship with hapū/iwi and Māori	From variable relationships between councils and hapū/iwi/Māori To strong, authentic relationships between councils and hapū/iwi/Māori that enable self-determination and shared authority
3	Stronger focus on wellbeing	From councils often narrowly focused on delivering services and infrastructure To councils focusing on holistic strategies to improve the wellbeing of their communities
4	Genuine partnership between local and central government	From low trust between local and central government To genuine partnership to co-invest in and deliver wellbeing outcomes for communities
5	More equitable funding	From an over-burdened and constrained funding system To an equitably funded system that enables communities to thrive

Draft report for the Future of Local Government:

"... Local government has a fundamental role in responding to these increasingly complex issues and raising the wellbeing of communities. ..."



Developing solutions



- ⇒ **Collaborate more to promote the programme**
- ⇒ **Encourage activities in respective communities**
- ⇒ **Support internal developments – working group for inclusion**
- ⇒ **Include in at least one elected members' portfolio**
- ⇒ **Support accreditation process – commitment in partnership with iwi**
- ⇒ **Add to long term plan and accordingly to the budget**

⇒ **Achieve our Vision:**

Thriving and resilient Tasman communities

Birte Becker-Steel

Welcoming Communities Officer, Tasman District Council



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Welcoming Communities Tasman