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RESPONDING TO DIVERSITY IN THE WHAU

Developing an Ethnic People's Plan

Whau Local Board
Auckland Council

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Executive summary

The 'Diversity in the Whau Project' was established to assist the Local Board develop an Ethnic People's Plan (EPP) for the Whau that supports inclusion. In particular, it is intended that the EPP will support Ethnic communities to:

1. have better access to local services, facilities and programmes;
2. engage with the Local Board and wider council.

Project activities during the 'Diversity in the Whau' Project included:

1. Consultation with key ethnic stakeholders and identification of communities through interviews and workshops.
2. Production of a community-led ethnic people's plan which includes recommendations for implementation, including an action plan and next steps.
3. Production of a contact list and details of ethnic communities who participated in the project.

The project comprised of four phases:

1. **Design phase:** which included developing key questions for ethnic community groups based on the scope of project, inclusion and exclusion criteria and identifying hubs of activity in the Whau.

2. **Surveying phase:** which included surveying through face to face interviewing ethnic community groups and organisations collecting information on 1. Group characteristics 2. Experience of inter-ethnic interactions 3. Experience of utilising community facilities and programmes 4. Understanding and experience of Local Board 5. Experience of Auckland Council; and 6. Participation in Auckland wide events. Three key themes that arose from the results of the survey were used to guide the focus of workshops. These themes included: 1. partnership and collaboration 2. access and ownership and 3. ethnic leadership. A total of 41 people participated in the survey phase.

3. **Workshop phase:** which included inviting survey participants and the wider community to attend one of five two-hour workshops which were designed to 1. Share findings/key themes of surveying phase 2. Identify project ideas and plans to implement the Ethnic People Plan. The five workshops were held over a two-week period in New Lynn, Kelston, Green Bay and Blockhouse Bay. A total of 146 people representing a diverse range of ages and ethnicities participated in five workshops.

4. **Recommendations and analysis phase:** which included 1. developing the EPP for the Whau based on rapid thematic analysis of key themes from survey and workshop phase of project 2. Short, medium and long-term recommendations for implementation of The EPP.

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The four overarching themes and focus areas of the Whau Ethnic Peoples Plan are:

1. Increase access to resources and support
2. Facilitate inter-ethnic cultural exchange
3. Increase participation and ownership of public space
4. Strengthen leadership

Recommendations for implementation of the Whau Ethnic People's Plan include:

Short-term recommendations:

1. Convene an ethnic leaders' workshop (complete)
2. Plan a 'Responding to diversity in the Whau' project follow-up workshop (in progress)
3. Develop a Local Board and ethnic people's engagement plan (in progress)
4. Develop an Ethnic people's community-led development forum

Medium-term recommendations:

1. Develop an ethnic youth identity arts project
2. Develop a 'Diversity in parks and open space needs assessment'
3. Mainstream inter-ethnic exchange activities

Long-term recommendations:

1. Support the development of an 'inclusion and diversity through sport tool kit'
2. Develop an information sheet of different options for accessing space

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Background

The ways in which different ethnic communities utilise facilities and services is diverse. We still do not know as much as we would like to know about what is important to different cultures when it comes to engaging with council and the Local Board or their need for social and community facilities and programmes. The Whau is one of the most diverse Local Board areas in Auckland with the area likely to experience increasing diversity as a result of the planned: high density housing being built, particularly in the Avondale and New Lynn centres.

Whau Local Board Priorities

The Whau Local Board has identified context and place-specific priorities for its communities. Specifically, this project 'Responding to diversity in the Whau: An Ethnic People's Plan' is an initiative that stems from Outcome Two of the Whau Local Board Plan "Great neighbourhoods with strong community connections, capacity and voices" and under the objective that "our towns and neighbourhood communities are stronger". The project also aligns with the principals and focus areas of the wider Auckland Plan[1] and the focus areas of the Office of Ethnic Communities[2] .

Project purpose

With the wider policy context in mind, the purpose of this project is to develop an EPP for the Whau that will support inclusion. In particular, the Plan will support Ethnic communities to:

1. have better access to local services, facilities and programmes
2. engage with the Local Board and wider council

Project activities

This project has:

1. Undertaken consultation with key stakeholders and identified groups through interviews and workshops.
2. Produced a community-led ethnic people plan which includes recommendations for implementation, an action plan and next steps.
3. Produced a contact list and details of ethnic communities who participated in the project.

[1] The Auckland Plan states that community development should be grassroots—driven, led and owned by communities themselves. The Auckland Plan 1. Supports community-led development and work with communities to develop leadership skills and capacity 2. Promotes inclusion, reduce discrimination and remove barriers to opportunity and participation, particularly for disadvantaged groups 3. Prioritises facilitation of Maori outcomes through a comprehensive and coordinated development programme.

[2] Informed by literature and social theory the National Office of Ethnic Communities has identified four key focus areas for its framework for its work programme. These are: 1. Growing knowledge and understanding of ethnic diversity and inclusion in New Zealand 2. Connecting people in ethnic communities to each other, wider society and government 3. Increasing active citizenship of people in ethnic communities 4. Valuing diverse cultures and ethnicities within communities, wider society and the nation.

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Key definitions

For this project key definitions to based are below:

Ethnic

Ethnic refers to non Pakeha/European and Maori. Although Pacific peoples are thought to be close neighbours with a special connection to New Zealand some Pacific Peoples self-identified as being Ethnic and were part of groups with mixed ethnicities. For the purpose of this project, groups made up of mainly pacific peoples are excluded from the initial survey.

Community Groups

Community groups are defined here as three or more members with some form of shared goal. Groups who meet/used public space in the Whau will be included. Groups whose members have at least 50% Whau residence will be included. Groups or umbrella organisations who do not have any connection to the Whau Local Board area were excluded from the survey. Participants represented umbrella organisations, one or multiple community groups and individuals who work closely with ethnic community groups in the Whau.

Local Programmes

Local programmes refer to community-focused programmes that can be privately and publicly funded and targeted at a different age, gender and ethnic groups and include community-based programmes focused on sports, youth, elderly, health and wellness, cooking, craft, small business, women, children, mothers, religion, gardening, activism.

Local Facilities

Local facilities and services are both publicly and privately owned and include the following: libraries, local halls, community centres, parks, reserves, beaches, town squares, swimming pools, theatres, sports facilities, transportation services, fire, police, Community Advice Bureau, churches, temples, mosques.

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Methodology

The project was undertaken over four phases including design, surveying, workshop and reporting phase. This approach is aligned with the empowered communities' approach of Auckland Council and supports the development of context-specific recommendations for a community led EPP.

Phase 1: Design phase

- In consultation with Auckland Council Staff strategy was developed for engagement including utilising known ethnic community groups and organisations contacts as point of entry.

- Developed key questions for ethnic community groups based on scope of project and in consultation with staff of Community Empowered Unit of Auckland Council.

- Identified inclusion and exclusion criteria.

- Identified hubs of community activity within the Local Board area.

Phase 2: Surveying phase

- Met with and surveyed through face to face interviews ethnic community groups and organisations.

- Collected participant perceptions on:
    1. Group characteristics
    2. Experience of inter-ethnic interaction
    3. Experience of utilising community facilities and programmes
    4. Understanding and experience of Local Board
    5. Experience of Auckland Council
    6. Participation in Auckland wide events

- Undertook initial sweep of data to identify key themes to workshop. At this stage of the project 41 people representing different community groups and organisations had been surveyed. After careful consideration three key themes were identified as most significant:

    1. Ethnic leadership
    2. inter-ethnic partnership and collaboration
    3. Access and ownership.

- It was identified that an additional workshop for 'Ethnic leaders' was needed to bring different ethnic leaders together to network and give their ideas for how to progress the EPP after its development.

- During this phase the project team engaged with the Parks, Sport and Recreation department at Auckland Council to incorporate Parks' needs as an added extra to other

themes in workshops. This worked well as an initial survey finding suggested Parks and Open Space are significant for meeting the multiple needs and desires of the ethnic communities. A separate Parks needs-assessment with recommendations will be developed following the conclusion of the Responding to Diversity in the Whau Project.

Phase 3: Workshop phase

- Representatives of the community groups surveyed, and wider community invited to attend one of five two-hour workshops. The workshops were designed to:

    1. Share findings/key themes of survey with community groups
    2. identify key local project ideas and in the case of the Ethnic leader's workshop

- Identify community-lead ways to progress the Ethnic People's Plan.

Phase 4: Recommendations and analysis

- A contact list of participants and groups they represent put into a excel spreadsheet for future use by Local Board.

- Through analysis of data from survey and workshops, identify significant themes for the Whau EPP.

- Short, medium and long-term recommendations and action plan for implementing the EPP identified.

- A short video capturing the project process, community workshops and key findings developed and delivered.

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Survey Results

The survey had six components which included:

1. Group characteristics
2. Experience of inter-ethnic interaction
3. Experience of utilising community facilities and programmes
4. Understanding and experience of Local Board
5. Experience of Auckland Council
6. Participation in Auckland wide events

A total of 41 people from different groups were surveyed. Participants were connected to diverse ethnic groups and suburbs across the Whau Local Board area. A summary of results by section is below. For full list or results breakdown by question see appendix 1 (p26.)
NOTE: It is important to note that although this project had diverse participation it does not necessarily represent of all ethnic people or groups within the Whau.

Group characteristics

The groups surveyed were very diverse. Approximately half the groups surveyed had most members from the same ethnic group and the other half had members from mixed ethnic groups. Participants identified a total of 34 different ethnic groups represented in their group(s). Chinese and Indian ethnic groups were the most common ethnic groups identified by participants. Interestingly, 39% of the groups interviewed had over 100 members. Over half of the people surveyed said that their groups were mostly balanced between male and female. However, a significant 20% of the groups were mostly female.

Approximately half of the groups surveyed said their group had mixed-age members. There were no groups identified by participants with most members between the ages of 25-34 or over 75. This is not surprising as the 25-34 age group are usually time poor and over 75-year age group are usually part of groups that have younger members in late 60s and early 70s.

Over 80% of the participants are part of groups that have been meeting for over two years. The most common key group activities were around:

1. providing support;
2. sport and exercising; and
3. socialising and networking.

Meeting to participate in creative activities, to learn about faith/ religion and preserving culture and language were also commonly identified.

Experience of inter-ethnic interaction

Most groups surveyed mix and collaborate with Pakeha/European groups; 29% of groups said they mixed or did activities with Maori groups; 71% of the participants said they mixed or did activities with ethnic groups other than Pakeha/European and Maori.

For those groups who did mix or do activities with other ethnic groups it was through:

1. faith support groups;
2. retreats and talks;

3. sporting activities; and
4. festival and events.

For those participants who said their group did not mix with or do activities with other ethnic groups the key reasons were:

1. that the purpose of the group was to preserve culture/language;
2. that they were consumed with their own activities; and
3. language difficulty.

NOTE: Important to note is that all participants expressed a willingness and interest in interacting more with other ethnic groups.

Experience of utilising community facilities and programmes

Most participants had utilised community facilities. The most common was through community centres, houses and hubs. Sports halls and gyms were also commonly utilised. Schools, libraries, Churches/mosques, parks and beaches are other facilities that were identified by participants.

Thirteen participants reported not experiencing any barriers to utilising community facilities. Of the participants who did experience barriers they were due to:

1. problems with accessing space;
2. the booking systems; and
3. cost.

Two participants felt racist/obstructive attitudes was a barrier for them.

When asked what opportunities they have had to participate in local community programmes six participants responded with none. For those that had opportunities, their answers were diverse. However, environment-related opportunities such as planting days were mentioned more than once as were festivals and health and wellness programmes.

When asked what barriers they had experienced in participating in local programmes eight participants said none. Of the barriers identified the most common ones included:

1. timing of programmes;
2. groups focused inward not open to others;
3. not knowing what's available; and
4. language barriers.

Understanding and experience of Local Board

Seventy percent of the participants knew who the Local Board are. The participants also had a good understanding of the role of the Local Board in their community. A high percentage of participants have voted in the local elections. Of the participants that had not voted the reasons were:

1. because they didn't know who they were;
2. they didn't think it was relevant;
3. they had not been in the area long enough; and
4. didn't know about it.

More than half of the participants had never attended a Local Board meeting however 65% said they had given feedback on local board plans or issues. The most common motivation for giving feedback was trying to make improvements. Most participants said they would like to give feedback on Local Board Plans and priorities. Participants identified not knowing how to engage with their Local Board as the most common barrier to engagement.

When asked what the best way for the Local Board to get their groups feedback on Local Board priorities and Plans the majority said through face to face meetings. Of the groups surveyed 62% had never received any Local Board funding.

NOTE: It is Important to note is that the Whau Local Board's strategic broker supplied the initial list of community contacts to survey. Therefore these results are likely represent a higher than normal understanding and engagement with Local Board amongst ethnic community groups.

Experience of Auckland Council

Eighteen participants said they had not engaged with other Local Council departments or staff other then Local Board. Of those who had engaged with other council departments, they were mainly through:

1. The community empowered unit
2. Community events
3. Parks
4. Community house staff
5. Libraries.

Participation in Auckland wide events

Twelve participants said they had not been part of any Auckland wide festival or events. Of those that had participated in an Auckland wide event, the most common was for lantern festival and Chinese New Year celebrations. Most participants said they would love to have more opportunities to participate in local and Auckland wide events or festival.

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Workshop results

A total of five participatory workshops ran over a two-week period during phase three of the project. A total of 143 people of a diverse range of ages and ethnicities attended the workshops. The Ethnic Leaders workshop was an additional workshop organised in response to comments from participants during the surveying phase which identified a need to bring different ethnic groups together to meet and discuss how to continue to keep momentum going after this project came to an end.

Workshops ran for two hours and consisted of a short presentation outlining the purpose of the project and introducing the key themes that had arisen out of survey phase. Following this, participants were asked to write down on Post Its as many suggestions as they could for possible project ideas. Participants were then asked to organise them by sticking them on posters named with the key thematic categories that had came out of the survey phase. These thematic categories were:

1. Partnership and collaboration-project ideas that support partnership and collaboration between ethnic groups.
2. Access and ownership-projects that support ethnic communities to access and take ownership of community programmes and facilities.
3. Ethnic leadership- projects that strengthen ethnic people's leadership.

Participants were then asked to read all the project ideas displayed and select two or three projects that most excited them by ticking relevant Post Its. The project team then added the ticks and chose the projects with the most number of ticks for discussion.

Following this vetting process, the attendees were split up into three groups to work through the structure, potential barriers, and support needed to action the chosen projects.

A funding advisor from Auckland Council spoke at two of the workshops, introducing himself and explaining how groups can access Local Board funding as well as directing them to other funding resources.

During the last workshop with ethnic leaders next steps and succession planning was discussed. As well as providing ideas for an EPP and related projects, the workshops importantly provided an opportunity for networking and story-sharing between groups.

For full workshop reports by location see appendix 2 (p 48). For full list of project ideas generated from the workshops see appendix 3 (p 49). For rapid project plans generated at each workshop by location see appendix 4 (p 55).

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Rapid thematic analysis of project themes

The breadth of engagement and data collected has highlighted multiple areas that are important to the Whau diverse ethnic communities. However, these have been necessarily condensed into four overarching focus areas. The focus areas were either identified by participants as something positive and important or from a significant challenge to inclusion.

Access to resources and support

Access is a key theme which has come up throughout the project. The participants highlight that ethnic communities can have difficulty accessing resources and support.

Access to resources

The ethnic communities that were engaged with as part of this project are generally well organised and manage and run their own programmes. However, many participants in this project said they needed help accessing affordable spaces to meet. Furthermore, they felt they did not have enough information on how to access funding to run their activities. As an initial response to this, need the project team asked the Whau Funding Advisor to attend some of the workshops to highlight opportunities for accessing the funding. A consistent comment from participants was that they would like to have less formal access to space. For example, to be able to turn up somewhere and use space without having to always pre-book.

Access to support

Highlighted throughout the project was the significant contribution that ethnic communities make to their own communities and within the wider community through volunteerism. The volunteer activities that ethnic communities represented in this project are involved in are diverse. Examples include: sports, creative arts, language teaching, youth programmes, women's programmes and community planting days. However, it was also clear through conversations with participants that they need more support to maintain their involvement in these activities and to further develop them. Participants also felt they needed a place to share information and connect with other community groups. Access to language support especially for seniors was commonly identified as important for health and wellbeing.

Participation and ownership of public spaces

Participation and ownership of public space consistently came up throughout the project as important for participant to feel included and valued.

Sense of Belonging

Participation and ownership of public spaces was identified by participants as contributing to a feeling of belonging. However, many participants felt that there was not enough opportunity to participate and take ownership of public space. One consistent challenge highlighted was that participants often felt unsure about utilising visibly public space for non-traditional activities. One example of this is being unsure where they were permitted to perform their dances and/or activities. Consistently participants said that activities for seniors, children, youth and women were especially important to support a sense of belonging. A challenge raised several times throughout

the project was that public spaces did not cater enough to the religious and cultural needs of some ethnic communities. For example, some Muslim women feel they needed more women-only spaces and mentioned that in the past they could access a swimming pool that set aside a 'women only' swimming time. Important to note is that other non-religious ethnic participants also appreciated women-only spaces.

Recognition and opportunities to contribute

Ethnic community groups contribute significantly to the Whau Local Board area. There was a feeling from some participants that this was not always recognised or celebrated. Despite this, almost all participants expressed a desire for more opportunities to contribute to the wider community. Many commented that they needed more information on the ways they could contribute. Several project ideas from the workshops were around building fit-for-purpose spaces in parks to support inter-cultural exchange and subsequently support participation and ownership. Throughout the project, participants also identified challenges and opportunities related to local transport systems, parking and locations of sports centres. Contributing to any current or future urban design/development projects were identified as good opportunities for ethnic people to participate and take ownership of public space.

Inter-Ethnic Cultural Exchange

The Whau is becoming increasingly ethnically diverse. These ethnic communities have their own languages and unique cultural traditions. Some groups that participated in this project were of mixed ethnicities and felt that this was important for integration into New Zealand. Other groups meet for the purpose of preserving their own culture, language and religion. Some participants felt that there were racist attitudes that were a barrier to access local facilities and programmes. However the vast majority did not identify this as a significant issue. Inter-cultural exchange was a key theme in the workshops.

Health and wellbeing

Participation in groups whether it be mixed, or one ethnic group was shown consistently throughout the project, to be important for health and wellbeing. Participants in this project identified the opportunity that sports play in supporting inter-ethnic cultural exchange. Some participants would like to see more non-traditional sports available to ethnic communities as well as to the Pakeha, Maori and Pacific people. Green activities such as planting days were identified several times as a way to promote health and wellbeing and inter-ethnic exchange.

Understanding and respect

There was overwhelming openness and interest from ethnic communities towards sharing their own culture and traditions and learning about others. However, it is important to note that there was some degree of hesitation regarding how others would respond to them. Participants in this project showed that they were more likely to mix with Pakeha/European then Maori or Pacific however there was a strong interest to engage more with Maori groups. Important to note is that it is difficult

for some religious ethnic people to participate in in traditional Maori welcoming because of customs that involve physical touch between men and women.

Ethnic people in leadership

Ethnic people's leadership was one of the themes of the workshop and identified throughout the engagement process. Participants felt that there needed to be more opportunity for ethnic leaders to engage/network and meet more with other leaders. Importantly participants also shared that there was very little shared understanding of what an 'ethnic leader' is across diverse cultural contexts. Moreover, participants felt that to support ethnic peoples into leadership starting a dialogue around 'what is an ethnic leader?' between and across different ethnic groups and generations.

Participants also raised the importance of recognising the current contributions of ethnic leaders. Representation of ethnic people on formal decision-making bodies and access to professional support and training was also highlighted by participants as important in supporting ethnic leadership. Children of migrants or the 1.5 generation were a specific group identified by participants as needing support into leadership roles.

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The Whau Ethnic peoples Plan

The themes that have been identified through this project directly relate to the focus areas of the Whau EPP developed through this process. The recommended focus areas include:

1. Increase access to resources and support
2. Facilitate inter-ethnic cultural exchange
3. Increase participation and ownership of public space
4. Strengthen leadership

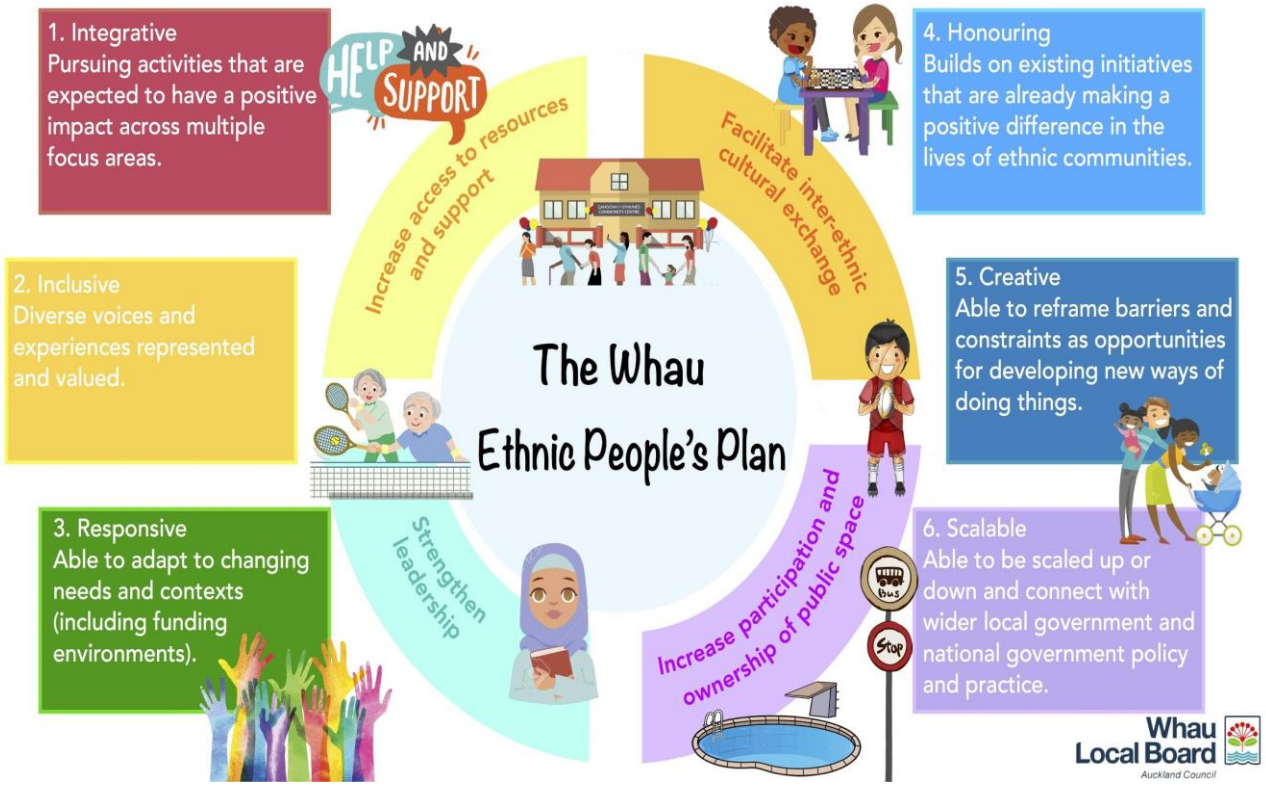

Figure 1 Whau Ethnic Poeple's Plan

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Recommendations for implementation of Whau Ethnic People's Plan

The recommendations below are to support implantation of the Whau EPP and necessary community activation. Although the EPP was developed within a community development context, it is intended as a tool to support all council staff, community groups and Local Board members working in the Whau to meet the needs of a growing and increasingly diverse ethnic community.

Short-term recommendations

1. **Convene an ethnic leaders workshop (complete)**

   Through the engagement process, several participants expressed an interest to meet with other ethnic groups to network and discuss the project and next steps. The team responded to this by adding an extra workshop specifically for ethnic leaders. The workshop was well attended. Ethnic leaders from different community groups and organisations had the opportunity to contribute to the EPP, network with each other and give their thoughts on next steps.

2. **Plan a responding to diversity in the Whau follow up workshop (in progress)**
   Invite community groups who participated in the Responding to diversity in the Whau project to:

   1. hear about the findings of the project;
   2. meet the Local Board; and
   3. discuss next step.

   This could be held at Local Board office one evening within the next three months**.**

3. **Develop a Local Board and ethnic people's engagement plan (In progress)**
   Develop an engagement strategy specifically targeting ethnic communities to support ongoing dialogue between ethnic communities and the Local Board. Specifically, the engagement strategy to include:

   1. an emphasis on face to face engagement;
   2. opportunities for Local Board members to engage with ethnic communities to meet community groups in the environments in which they meet; and meet the Local Board; and
   3. opportunities for ethnic communities to share with Local Board members their skills, talents and programmes discuss next step.

4. **Initiate an Ethnic People's community-led development forum**
   Support the establishment of a regular ethnic people's community-led development forum. A small committee made up of participants of the Responding to Diversity in the Whau project to further develop a clear purpose, objectives and strategy for the forum including how it will support the implementation of the Whau EPP. This forum to be established in the Whau Local Board area but could potentially expand to include groups from other Local

Board areas promoting cross-border partnership and collaboration. At the first meeting of the committee the group to also identify resources and support that are needed to establish the forum. Identify opportunities for seed funding within the Local Board and though other avenues such wider Auckland Council or Office of Ethnic Communities.

Medium-term recommendations

1. Develop an ethnic youth identity arts project

Work with local high schools and youth organisations to develop an arts project that aims to increase awareness of the diverse experiences of ethnic youth. In particular, focusing on the experiences of holding dual or multiple identities. In particular, the project could focus on communication at home with families and with peers. The Arts project could then be exhibited across libraries and other public spaces.

2. Develop a diversity in parks open space needs assessment (in progress)

Throughout the initial survey and later through the workshops it became clear that parks play an important role in supporting ethnic communities to access, participate and take ownership of public space. The Parks department engaged with the project team early on in the project to develop a plan to utilise the planned workshops to develop a Diversity in Parks Needs Assessment for the Whau.

3. Mainstream inter-ethnic exchange actvities

To mainstream inter-ethnic exchange, in particular, opportunities for ethnic communities to showcase their skills and talents through public performances. There are multiple ways in which this can be supported:

1. Where appropriate, future public engagement led by the Local Board or Auckland Council to include opportunities for ethnic communities to perform.

2. Work with council-run and non-council run sports providers and schools to support the mainstreaming of non-traditional sports such as table tennis or badminton.
3. Continue to support and encourage community facilities and hubs to run inter-cultural exchange workshops particularly through art and food exchange projects.

4. Promoting opportunities for intergenerational skill sharing and volunteerism in community facilities and hubs. This could include learning from other areas how the programmes have evolved and what has worked/not worked.

5. Identify opportunities for ethnic people to learn more about and experience Maori culture and customs in a way that feels culturally safe for them such as a woman-only experience for ethnic women to engage with women from a local marae.

Long-term recommendations

1. **Support the development of a inclusion and diversity through sports tool kit**

Sport can be an effective tool for inclusion and important for health and wellbeing. An inclusion and diversity through sports tool kit would help support local sports clubs and centres to engage with and support the needs of different ethnic groups. This tool kit could give examples of how to both support ethnic communities in participating in and experiencing traditional kiwi sports and provide non-ethnic communities opportunities to be involved in non-traditional sports.

2. **Develop an information sheet of different options for accessing space.**

Many participants said they struggled to find space or funds to pay for hire. However, many participants were unaware of the multiple options available. It would be useful to develop an information sheet on the diverse and alternative ways communities can access space. For example, information on the potential of accessing private spaces of religious centers, community houses and hub, parks or other community lease buildings and hubs.

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Characteristics of a sustainable Ethnic People's Plan

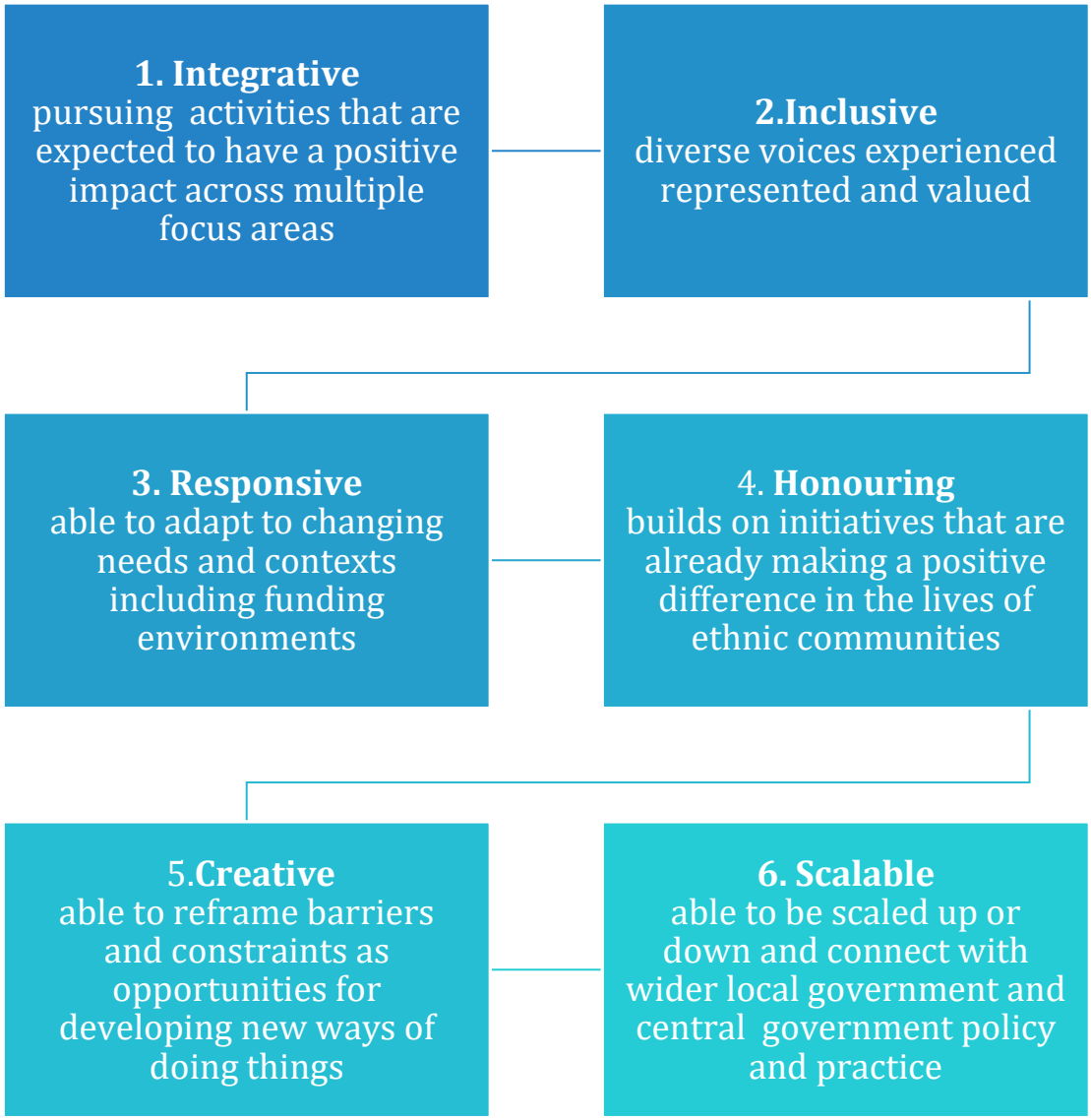

Figure 2 Characteristics of a sustainable Ethnic Peoples Plan

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Taking it forward, next steps

During the Ethnic leaders' workshop next steps for the project and the EPP were discussed. Firstly, the participants of the ethnic leaders' workshop wanted to acknowledge the Local Board for providing an opportunity to have their voices heard and be part of developing the EPP.

The feedback from participants during the discussion on the next steps was that the Local Board should continue to hold or act as a conduit for the implementation of the EPP. However, there was wide support for the formation of a committee or group that is made up of ethnic leaders to support its implementation. Participants of the workshop suggested working with other Local Boards to get cross-border partnership and collaboration action.

Important to note is that the ethnic leader participants acknowledged the need for partnerships across groups especially in relation to funding outcome or related projects. It was also suggested that seniors or young ethnic leaders take a lead on taking the EPP forwards. The action plan below takes the feedback of participants of the ethnic leaders' workshop into account.

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Whau Ethnic People's Plan Action Plan

Recommendation	Stakeholders/partners	Priority (1 low -5 high)	Implementation
Convene an ethnic leaders Workshop	All groups invited who participated in the project	1	Complete
Plan a 'Responding to diversity in the Whau' project follow up workshop	All groups invited who participated in the project Local Board members Strategic Broker, engagement advisor	1	In progress, to be completed by October 2018
Develop a Local Board and ethnic people's engagement plan	Engagement Advisor All participants of 'Responding to Diversity in the Whau Project'.	2	In progress to be completed by November 2018
Initiate a ethnic people's community-led development forum	Community Empowered Unit All groups who participated in the project but in particular, the committee members. Office of Ethnic Communities The Communities Action Trust WEB	2	In progress, first community-led forum by November 2018
Develop a 'diversity in parks open space needs assessment'	All participants in 'Diversity in the Whau' workshops invited who participated in the project	2	In progress to be completed by November 2018
Develop a ethnic youth identity arts project	Whau Arts Broker Libraries and facilities departments, Whau Youth Board High schools in the Whau Trustme WEB The Communities Action Trust Eritrean Youth Group Zeal NZ Karen Association	2	March 2019
Mainstream Inter-Ethnic Exchange actvities	Community facilities and hubs Kai Auckland Kai Whau NZ Rugby For the love of bees Suburbs cricket club, TANI GB writers AKTIVE Sport Waitakere	3	In progress. More detailed plan to be developed by November 2018

	Office of Ethnic Communities Green Bay Community House BAPS Blockhouse Bay Chinese Community WEB The Communities Action Trust New Zealand Kite fliers Association Zeal Eritrean Youth Group New Zealand Indian Senior Citizens Association Inc The Filipino Society Incorporated New Lynn Chinese community Persian Playgroup		
Support the development of an inclusion and diversity through sport tool kit	Relevant council departments Sport Waitakere Hannah Sport Synergy Sport Local women's groups with Muslim women TANI Rugby NZ Blockhouse Bay Chinese Community. Arab Muslim Women	4	April 2019
Develop an information sheet of different options for accessing space	Facilities department Community Empowerment Unit Parks Department Local churches, mosques, temples	4	March 2019

Table 1 Ethnic People's Action Plan

Project team

Kate Sewell-Urban consultation and engagement specialist, Project leader and director of Locis Ltd.

Ellen Schindler, Community development advisor and activator.

Anna Maria Fomison, Director of Anna Fomison Productions Ltd, Oral Historian and producer, specialising in producing and collecting stories, working with the community, the arts and environmental sectors.

Tai Rose, Videographer, Photographer and Digital marketing specialist director 'fly on the wall' production

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Appendix

Appendix 1 Survey results

Question 5

Are most members of your group from the same ethnic group?

Answers

Answered 41 Skipped 0

All participants answered this question. 46% of participants stated that most member of heir group were from the same ethnic group.

Question 6

If yes to previous questions, what is this ethnic group? If no, please list all major ethnic groups represented in your group.

Answers

Answered 41 Skipped 1

There was one group of mainly German, one group mainly Eritrean, three groups mainly Persian/Middle Eastern, six groups mainly Chinese, three groups mainly Filipinos, three groups mainly Indian, one group mainly Karen (ethnic tribe from Myanmar). All groups with majority of members identified as Pacific peoples, NZ European/Pakeha or Maori were excluded. If these ethnic groups were mentioned as one of many ethnicities they have been included. All ethnic groups identified by participants as being part of their group, and number of times they were identified across all responses is in table below.

Chinese	18
Indian	12
Maori	10
NZ European	9
Filipino	7
Samoan	6
Middle Eastern	6

Japanese	4
Fijian Indian	4
Korean	3
German	3
Afghani	3
Tongan	3
Pakistani	2
Pakistani	2
South American	2
South African	2
Somalian	2
Eritrean	1
Polish	1
Dutch	1
Swiss	1
Fijian	1
Niuean	1
Nigerian	1
Cook Island	1
Guyanan	1
Thai	1

Myanmar	1
Sri Lankan	1
Spanish	1
Honduras	1
Karen Myanmar	1
Iranian	1

Question 7

How many members to do you have in your group?

Answers

Answered 41 Skipped 1

Over 100 members	39%
10- 20 members	22%
50-100 members	17%
5-10 members	7%
30-50 members	5%
20-30 members	5%
3- 5 members	5%

The result suggest a significant number of participants are part of large groups. There are also a number who come from moderate-sized groups.

Question 8

What is the gender make up your group?

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Answers

Answered 41 Skipped 0

Balanced or almost balanced between male and female	54%
Mostly female	20%
Mostly male	13%
All female	13%
All male	0%
Other	0%

The results show that just over half of the participants came from groups that were almost balanced between male and female members. A significant number of groups had mostly female. There were no participants from groups with only male members.

Question 9

What is the age makeup of your group?

Answers

Answered 41 Skipped 0

Mixed ages	54%
Mostly under 18	12%
Mostly between 55 to 64	10%
Mostly between 65 to 74	10%
Mostly between 35 to 44	7%
Mostly between 45 to 54	5%
Mostly between 18-24	2%

Mostly between 25 to 34	0%
Mostly 75 or older	0%

The results show that just over half of the participants came from groups that had mixed ages as members. There were no groups with members mostly between ages of 25-34 and no groups with most members over the age of 75.

Question 10

How often does your group meet?

Answers

Answered 41 Skipped 0

Once a week	34%
More than once a week	27%
Once a month	17%
Once every two weeks	10%
Between once every month and three months	10%
Every year	2%
Every six months	0%

Results show that over 60% of the groups meet at least once a week and 27% meet once or twice a month. There were no groups that met every six months but a small number meet once a year.

Question 11

How long has your group been meeting for?

Answers

Answered 41 Skipped 0

More than 10 years	39%
Between 5 and 10 years	24%
Between 2 and 5 years	22%
Between 1 and 2 years	5%
Between 3 and 6 months	5%
Less than 3 months	5%
Between 6 months and 1 year	0%

Results show that over 80% of the participants are part of groups who have been meeting for over two years.

Question 12

What are your group's key activities?

Answers

Answered 41 Skipped 0

Support	12
Sport/staying active with exercise	11
Socialising and networking	7
Creative Arts	6
Faith/religious	5
Preserving first culture and language	5
Learning English	4

Youth	4
Senior citizens	3
Mums networking support	3
Gardening	1
Education	1

Results show that providing support and sports/staying active and socialising and/or networking are key activities for groups.

Question 13

What support does your group need most to thrive?

Answers

Answered 41 Skipped 0

Access to space	37%
Financial support	29%
Practical support	14%
Volunteers	10%
Navigating and understanding better the Auckland Council system	10%

The results show that access to space and financial support most important to thrive, but it is important to note that participants found this question difficult and would have preferred to rank as all were seen as important.

Question 14

Does your group collaborate, mix or do activities with Pakeha/NZ European groups?

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Answers

Answered 40 Skipped 1

Yes	70%
No	30%

The results show that most groups mixed with and did activities with other Pakeha/European groups.

Question 15

Does your group collaborate mix, or do activities with Maori groups?

Answers

Answered 41 Skipped 0

Yes	29%
No	71%

The results show that most groups did not mix with and do activities with Maori groups.

Question 16

Does your group collaborate mix or do activities with other ethnic groups that are not Pakeha/NZ European or Maori?

Answers

Answered 41 Skipped 0

Yes	71%

No	29%

The results show that most groups mixed with and did activities with other ethnic groups that are not Pakeha/European or Maori.

Question 17

If your group does not collaborate, mix or do activities with other ethnic groups why do you think this is?

Answers

Answered 33 Skipped 8

Purpose of group is to serve the group eg learning Farsi Language, religious	4
Consumed with own activities	3
Language difficulty	2
Don’t know why	2
Don’t feel we know how to	1
Difficulty with other cultural practices Maori greetings, Halal food	1
Not sure if welcome	1

The results show that the reason why some groups do not mix with other groups is because it is outside key focus of their activities.

Question 18

If your group does collaborate, mix or do activities with other ethnic groups , in what ways? please describe your experience.

Answers

Answered 39 Skipped 2

Participate in faith-based support groups, retreats, talks	5

Participate in dancing, table tennis, basketball, walking, yoga, pilates	4
Participate in Festivals	3
Participate in events (not specified)	3
We want more opportunities	3
Participate in sports teams	1
Participate in child events	1

The results show that ethnic community groups mix with other ethnic groups in diverse ways. The most common way for groups to mix is through faith-based support groups, retreats and talks. Participating in physical activities was also a common way ethnic groups interacted with other groups.

Question 19

What opportunities have your group had to utilise community facilities? Please describe

Answers

Answered 41 Skipped 0

Community House Hub	24
Sports halls and gyms	6
Schools	5
Libraries	5
Churches/mosque	5
Parks	5
Beaches	2

Results show that ethnic groups utilise a diverse range of facilitates that are both public and privately owned. However, community hubs and centres are the most commonly used facility.

Question 20

Has your group experienced any barriers to utilising community facilities? Please describe.

Answers

Answered 41 Skipped 0

No problems	13
Problems with bookings (booked out, booking system difficult, not enough spaces)	10
Cost	9
Space	6
Attitudes: Racist /Obstructive	2
Accessibility (disabled)	1
Hijab (pool)	1
Parking	1
Don't know who to ask	1
Class too noisy	1

Results show that most of the groups had no problem with using the community facilities. However problems with the booking system were the next most common result, followed closely by cost.

Question 21

What opportunities have members of your group had to participate in local community programmes? Please describe.

Answers

Answered 40 Skipped 1

None/nothing	6
Community planting projects/environmental projects	4

Festivals Chinese New Year, German Xmas market	3
Health and Wellness programmes	3
Community Leadership Programmes	2
Local School Projects	2
Dancing	2
Volunteering	1
ANZAC Day	1
Planning around funding deadlines	1
Don't know how to find information about running successful group	1
Neighbours day	1

Groups found it hard to answer this question and the results show that most did not participate in anything. Of those who did participate it was mainly in community projects and events.

Question 22

What barriers have members of your group experienced to participating in local community programmes? Please describe

Answers

Answered 41 Skipped 0

None	8
Timing	4
Groups focussed inwardly	4
Knowing what available	3

Language barrier	3
Attitudes: racism	2
Space	2
Cost	2
Content offered not appealing	1
Attitudes and lack of understanding of Kiwi ways	1
Underfunding	1
Halal catering requirements	1
Fear	1
Not enough staff at community centres	1
Transport /parking	1

Most groups had not experienced any barriers to participating in local programmes. Results show that those who had experienced barriers it was mainly around the groups being internally focussed, language barriers and knowling what was available.

Question 23

Do you know who the Local Board is?

Answers

Answered 40 Skipped 1

Yes	70%
No	30%

The majority of the groups, 70%, know who the Local Board is.

Question 24

Answered 37 Skipped 7

If yes to the previous question, what do you think their role is? Please describe.

Community	47%
Support	23%
Local	21%
Area	6%
Help	15%
Make	15%
People, know, us and needs	12%
Best, issues, work, provide, voice, resources, role, Council	9%

Results show a variety of responses, the twenty words and phrases that most stand out are:

Know issues needs provide make resources Local area Council support Local Board community role Local voice funds work help best us people.

Question 25

Have you voted in local elections?

Answers

Answered 34 Skipped 7

Yes	88%

No	12%

The majority of participants, 88%, had voted in Local Elections.

Question 26

If no to the previous question, why not? Please describe

Answers

Answered 27 Skipped 14

Didn't know who LB and LB people are	3
Didn't think it was relevant	2
Not been here long enough	2
Didn't know about it	2
Thought was too old	

Question 27

Have you attended Local Board meetings?

Answers

Answered 40 Skipped 1

No	62%
Yes	38%

The majority of groups have not attended Local Board meetings.

Question 28

Have you given feedback on Local Board Plans or local issues before?

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Answers

Answered 40 Skipped 1

Yes	65%
No	35%

The majority of participants, 65%, have given feedback on Local Board Plans or local issues.

Question 29

If yes to the previous question, what motivated you to feedback. Please describe?

Answers

Answered 33 Skipped 8

Trying to make improvements	35%
Concerned about priorities, LB making right decisions eg swimming pool vs homelessness	15%
Issues part of my job	5%
Particular issues light getting lights for park for safety	5%
Council needs feedback from local community	5%
Asked to respond	5%
Must give feedback; so no right to moan	5%
Feedback process very pakeha	5%
Wanted to make sure paid attention to ethnic voice	5%
Transport concerns	5%
Need for more money for arts, gardening	5%

Need more opportunity to discuss needs	5%
Need to improve parks	5%
Security	5%

The majority of feedback that has been given to the Local Board was motivated by groups that wanted to make some variety of improvements.

Question 30

Would your group like to feedback on Local Board Plans and priorities?

Answers

Answered 40 Skipped 1

Yes	88%
No	12%

Most groups, 88%, would like to give feedback on Local Board Plans and priorities.

Question 31

What do you think are barriers that your group or community face when engaging with their Local Board (if any)?

Answers

Answered 39 Skipped 2

Don’t know how/don’t know what don’t know	20
Find it Intimidating	4
Language barriers	4
Meetings should be in community space	1

Don’t understand benefits to the group	1
Adversarial nature of some Whau LB	1
Some groups get more attention	1
Confusing cultural differences; don't know who to pay	1
Not being taken seriously	1
LB talking to wrong people	1
None	1
Need to be invited	1

Results show that the majority of participants felt that the barriers they faced when engaging with their Local Board is that they were unaware of what they needed to know. The results also showed that participants found it intimidating to relate to the Local Board and that language is a barrier.

Question 32

What is the best way to get your group and communities feedback on local plans, issues and priorities?

Answers

Answered 41 Skipped 0

Face to face meeting with your specific community group	68%
Online survey	27%
Public consultation	5%
Letter drop	None

The results show that face to face meeting is the best way to get the group and communities feedback on local plans, issues and priorities, and it is important to note that participants found the letter drop not at all useful.

Question 33

Has your group ever applied for Local Board Funding?

Answers

Answered 41 Skipped 0

No	62%
Yes	38%

The results show that the majority of participants have not applied for Local Board Funding.

Question 34

Has your group engaged with other Auckland Council department or staff other than the Local Board? Please describe.

Answers

Answered 39 Skipped 2

No	18
Yes	
Community Empowerment	3
Community events	3
Parks	3
Community House staff	3
Libraries	3
Strategic Broker	2
Funding	2

Panuku Development	1
Arts and Culture	1
Police	1
Graffiti	1

The results show that the majority of groups have engaged with Auckland Council department or staff other than the Local Board, The results also show that engagement was primarily around community empowerment, community events, parks and with community house staff.

Question 35

If yes to the previous question, were you successful? Please describe.

Answers

Answered 34 Skipped 7

Yes	50%
Other responses	50%

The results show that the majority of groups were successful.

Question 36

What Auckland wide festivals/events does your group participate in?

Answers

Answered 41 Skipped 0

None	12
Chinese NY/Lantern	9
Matariki	4
Whau Eden Cultural Festival	4

Arts Festival	3
Variety Ethnic Festivals	2
Pasifika	2
In process of creating German Xmas Market	1
Whau LB festival	1
ZUU Auckland	1
World refugee Day	1
Cultural Festival	1
African Day	1
Xmas in the Park	1
Walking Samoans	1
Diwali	1
Ecofest	1
Holi Festival	1
Matariki	1
Christmas	1
Variety	1
Pasifika	1
NZ Book Festival	1
Going West Books and Writers Festival	1
Library Events	1

Samoan Language Week	1

Results show that two-thirds of the groups have participated in Auckland wide festivals/events.

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Appendix 2 Workshop reports by location

1. Synergy Sport Centre 26th July 2018

Weekday morning

Number of attendees: 48

Groups represented: Hannah Sport, Line dancing , Colourful Arts groups, Synergy Table Tennis,

Specific points of difference: This workshop was organised and facilitated with the support of Jimbo Cui from Hannah Sports. Groups that utilised Hannah Sports and Synergy Sports centres participated in the workshops

2. Whau Youth Kelston Scouts Hall 26th July 2018

Weekday evening

Number of attendees: **8**

Groups represented: Whau Youth Board, St Mary's Church, Young Guns Skate, Zeal.

Specific points of difference: This workshop was organised to try and get a 'youth voice'. One of the Youth Board members helped organise the workshop.

3. Green Bay Community 30th July 2018

Weekday morning

Number of attendees: 15

Groups represented: NZ Rugby, For the love of bees, Suburbs cricket club, TANI, GB writers, ADHB, AKTIVE, Sport Waitakere, Office of Ethnic Affairs, Green Bay Community House

Specific points of difference: This workshop was organised as an 'open' workshop not targeting any specific group. Many of the participants who attended this workshop had not been participants of phase 2.

4. Blockhouse Bay Chinese community 1st August 2018

Weekday morning

Number of attendees: 45

Groups represented: Blockhouse Bay Chinese Community Group

Specific points of difference: This workshop was set up after an interview with the groups leader. The leader welcomed the project and wanted her large group to participate. Two translators were used for this workshop including one from our community partner TANI.

5. Ethnic Leaders New Lynn 2nd August 2018

Weekday evening

Number of attended: 30

Groups represented: WEB, NZKA, ADHB, TANI, BAPS, KAI Whau, Etnlinks, Blockhouse Bay Chinese Community, Life Church west, CATNZ, Trustme.

Specific points of difference: This workshop was organised as an additional workshop. This workshop focused on ethnic leaders and additional discussed next steps in taking the Ethnic People Plan forward. The BAPS temple supported the event contributing to catering. An additional facilitator was utilised for this workshop.

Appendix 3 Project ideas generated from workshops

1. Synergy Sport Chinese Community 26th July 2018

Collaboration and Partnership

- Learning a simple English conversation course
- A badminton room with a pole for dancing
- More English conversation corners Better with kiwis for communication.
- Regular activities organised by the community eg dancing competitions. So can learn and exchange within different communities
- Organise more skills training eg banking, flower arranging
- Regularly organise activities.
- Set up a multicultural organisation to improve communication and unity and to contribute to society
- Different communities should have communication.
- Organise meeting regularly
- Increase communication between different communities
- Hold an interesting sports gala
- Hold a knowledge Q&A session
- Hold activity where different communities perform ie exchange of performance.

Access and ownership

- Create a home for ethnic physical activity
- Hope to have a big swimming pool & K Market (a big supermarket) at New Lynn area.
- Need a place for dancing practice
- Need a space for dancing
- A big swimming pool be built between New Lynn and Avondale.
- Problem with figuring out and getting funding
- Organise more activities for children and open some programmes
- Organise workshops about planting
- Organise to join/visit a local farm
- Have more learning English programmes

- Remove water needs from the river so people can have more access to on the water activities
- Assistance in renting a place and accessing more funding
- Assistance in getting a Badminton court (inside)
- Need funding about clothes
- Need a dancing teacher

2. Whau Youth Kelston Scouts Hall 26th July 2018

Collaboration and Partnership

- More cultural events to help educate people on racism and their culture such as open poetry and dance nights

Access and ownership

- Labels in languages other than English
- Funding for driving lessons
- More fitness and dancing sessions
- More ethnic-friendly advertising

Ethnic leadership

- Funding for workshops for communities
- More opportunities for inter-faith dialogue
- More programmes for ethnic communities
- More English classes

3. Green Bay Community workshop 30th July 2018

Collaboration and Partnership

- Workshops for emerging communities for existing community groups to help build greater cultural intelligence/awareness.
- Database of all ethnic groups and offices in the Whau area
- More communication from ethnic leaders to inform sports and recreation on how to best cater for ethnic communities
- Understanding of different culture
- Community events for different ethnic groups together
- Cultural festivals, collaboration between local churches and cultural groups and council to deliver annual events and cultural festivals
- Need integration to support new migrants to understand NZ, include a marae tour and facilities tour
- Greater use of welcoming offices to bridge gaps between ethnic groups and existing community groups
- Creating awareness around all the ethnic services and groups that are active in the Whau area so that people know what groups or personal are out there.
- Cultural exchange events for the community members to know each other, learn from each other and make each other happy!
- Monthly themes highlighting particular ethnic groups/recipes/stories etc

Access and ownership

- Affordable hierage for local communities
- People want to book a community space with an actual person and talk to someone if they need information facilities without a person/receptionist present feels cold and unwelcoming
- Support availability of sport and rec programmes for various ethnic groups
- Make many languages visible in public spaces-in an artistic way
- By providing more information to increase access
- Need regular updates on events
- Assistance for access as per convenience
- Drop in spaces to overcome barrier of booking space
- Investment in translated information for ethnic communities that is context appropriate
- It's hard to feel ownership over anything in NZ when your people receive so much crap in the media.
- Can more spaces be decorated to an ethnic theme?
- Art work design sentiments that reflect ethnic groups in the area
- Groups want affordable spaces fit for purpose spaces
- Trusting relationship with venue staff
- Access to advice and help when needed
- Access to swimming pools that suit Muslim women and men religiosity not appropriate
- Access to recreation centres and sports that is for youth girls

Ethnic leadership

- Delegation of specific programme
- Representation of culture from group of people
- Space needed for ethnic groups to talk amongst ourselves about what leadership is.
- Feature case studies of local leaders of various ethnicities
- Learn how to become an ethnic leader
- Support existing groups and organisations

4. Blockhouse Bay Chinese community 1st August 2018

Collaboration and Partnership

- Community can organise more activity for communication with different ethnic group people. For example, art and sport activities, hiking fitness
- All ethnic groups work together to hold culture & talent performance in the community which would enrich this kind of programs
- The relationship between races needs to be more harmonious
- Show different clothes from different ethnic groups
- Culture exchange – suggestion that showing more Asian movies in Linfield Mall, for example, Chinese, Indian, and Japanese.
- Exchange of cultural life characteristic of various ethnic groups
- Talk some small electrical repair methods to someone
- Multicultural exchange
- Building some canopies in the park
- Western hospitality etiquette
- Organize more activities
- Multiple culture activities

- Foreisher etiquette
- Increase communication between different ethnic groups
- According to multiple culture from different countries. Organize more activities about multiple cultural activities

Access and ownership

- Building more bus shelter cause older people waiting bus is more convenience. For example, west coast and sunve road.
- Open some workshop about planting
- We want more information about how to get Linfield mall by bus
- Attention environmental protection
- Building more bus shelter
- Organize more art activities
- Communication about planting
- Building a canopy on the park
- Building swimming pool
- Western taboos for interpersonal communication
- I hope that all ethnic groups will jointly organize and participate. Do sharing together
- Communicate more multiple culture and organize more activities
- Building chess room

Ethnic leadership

- Organise some planting social activities
- Community can create opportunities let young people concerning politics. getting more actively involved, doing good to life and contribute to our country
- In this region we can set up swimming activities
- I wish western district will have swimming pools
- In this region, set up multicultural leading small teams; 2. Multicultural leading small groups can discuss and organise a lot of activities
- Multicultural leading small groups can discuss and organise a lot of activities
- Can organise travel, community website
- Holding more multicultural activities
- I wish there are swimming pools
- I wish in Avondale swimming pools project can proceed
- Let Chinese people in New Zealand living quality and getting improved and more care for them
- I suggest organising some Health Seminars
- Organise cultural exchange activities
- I suggest organising some Health seminars
- Organise seminars for planting techniques

5. Ethnic Leaders Workshop New Lynn 2nd August 2018

Collaboration and Partnership

- Cross ethnic projects
- Supporting people with disabilities in different ethnic groups
- Bold decision to partner with emerging new groups/organisation for shared outcomes
- Utilise CLD tools to develop diverse partnerships
- Women's connect group-shakti/ food learn recipes
- Reach out to all ethnic communities identify what groups are in what areas and where are they from?
- Talk/ meet with local business people from ethnic communities
- Sport Waitakere
- Utilise Sport Waitakere to engage with Ethnic community groups (Indian, Chinese, Samoan)
- Create apps for ethnic groups to come together, not just 1-2-hour workshop but half day long event
- Cooking groups because food brings people together
- Collaborative meetings to share and learn
- More forums to get community input
- Visibility awareness of others, projects, organisations, community work, events
- Use ethnic leaders to help develop a culture of collaboration and partnership
- Seeking opportunities to allow collaboration and partnership
- Council initiative to support and fund ethnic community programmes including language support
- Engage with community groups more, connect all groups together, find ways to link ethnic groups
- Collaborate a try to iron out any issues in community connecting
- Have a diverse board to talk about main issues of the community and look for solutions together

Access and ownership

- Easy and convenient way to book community facilities
- Need a collaborative meeting set up with groups to share information
- Rethink accessibility talk to locals or organisations about managing space make hours available for after work also and place for families to connect through sport
- Need child out spaces that can't be booked in advance
- Accessibility is currently restrictive, need more information sent to community groups on accessing facilities
- Should have essential facilities like water, toilet fixed
- Make it possible to book without an account and login
- Phone for bookings and pay on arrival
- English language programmes for adults
- More activities to accommodate seniors to feel comfortable
- Advertise more provide info on all major ethnic languages
- Stage for long-term rental uses
- Need a centre specifically for building partnerships integration networks and associations
- Home for ethnic physical activity

Ethnic leadership

- To teach collaborative programmes with ethnic specific focus

- Focus on women to increase leadership
- Homework's club for children
- Leadership programme a must
- Using sport as a vehicle to grow leadership
- Professional leadership training programme,
- Support for Board roles
- To be empowered so we can empower
- Introduce youth programmes promote leadership programmes/opportunities among youngsters
- Strategic leadership led by ethnic leaders
- Need something that can unite all ethnic leaders
- Need more insights into what they need support their interest eg: sports
- Encouragement to participate and engage in leadership programmes
- Representation at leadership and managerial tables
- Career planning and training programmes
- Need more leadership opportunities for our youth
- Women workshop
- Youth leadership programmes

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Appendix 4 Community developed rapid project plans

1. Synergy Sport Chinese Community 26th July 2018

Project Idea 1 Swimming Pool

Question 1 What are the key community outcomes of this project?

- Hope to have big swimming pool

Project Idea 2 Improve relationship between ethnic groups

Question 1 What are the key community outcomes of this project?

- Health,
- unity,
- save the community,
- sense of belongings,
- convenience

Question 2 What expert help will you need to get it off the ground?

- English
- bakery
- plants
- sports
- coffee making
- gym
- financial
- Places.

Question 3 What might some of the barriers be to this project?

- Financial
- Finding places.

Project Idea 3 Cultural Exchange

Question 1 What are the key community outcomes of this project?

- dancing, cultural exchange.
- Mental health, physical exercise, community safety and connection
- volunteer performance for local community members
- promote the exchanges of various ethnic groups
- like to do some volunteer work
- environment protection
- garden work
- health program
- visiting rest home to support local board

Question 2 What expert help will you need to get it off the ground?

- Funding for clothes
- Renting place

Question 3 What might some of the barriers be to this project?

- Facilities
- items to help the performance
- Need to increase equipment.

Project Idea 4 Seniors Project

Question 1 What are the key community outcomes of this project?

- Kiwi volunteers are needed to help Chinese and other new migrants in learning English
- Doing volunteer job to contribute the local society
- Exercise to improve our health, culture literacy, wellbeing, self-ethnic confidence and healthy lifestyle

Question 2 What expert help will you need to get it off the ground?

- Funding support
- Place and equipment

Question 3 What might some of the barriers be to this project?

- Lack of costumes, transportation.
- Communication exchange

2. Whau Youth Kelston Scouts Hall 26th July 2018

Project Idea 1 Coaching Mentoring for Ethnic Youth

Question 1 What are the key community outcomes of this project?

- Give more ethnic youth confidence and experience (life experience) similar to Tulai Pasifika programme which works with youth into the area but to expand to other ethnicities such as migrants.
- These can include social out of their comfort zone
- More face to face events and to also give youth a support system as often migrant parents do not understand their cultures also help give parents understanding of other cultures and kids' key milestones.

Question 2 What expert help will you need to get it off the ground?

- Volunteers such as established mentors (people who are doing well) and connect these youth on a cultural level eg: Indian lawyer mentor to show its possible to excel.
- Language experts such as language tutors

Question 3 What might some of the barriers be to this project?

- Getting people out of their comfort zones particularly their parents it must be made a norm.
- Lack of cultural awareness such as gender segregation, time of the day.
- Trust issues eg: some people only trust children from their own race.

Project Idea 2 Local Festival and Night Markets

Question 1 What are the key community outcomes of this project?

- Bringing different ethnic groups together to explore a range of traditional foods to give people insight into other people
- Build friendships
- Networking opportunites

Question 2 What expert help will you need to get it off the ground?

- Contacting through ethnic groups
- Advertising promotion hiring a space
- Cooking facilities
- Sound system
- Security regulations
- Experienced chefs
- Social media advertisement

Question 3 What might some of the barriers be to this project?

- Health and safety
- Qualifications certificate
- Competing festivals
- Not enough advertising
- Identify appropriate space
- Limited space that can't account for big amounts of people
- Empowering people to attend.

Project Idea 3 Increasing Community Building and Accessibility

Question 1 What are the key community outcomes of this project?

- Discount for ethnic communities
- Discount days
- Multiple translations

Question 2 What expert help will you need to get it off the ground?

- Talk to building team
- Web designer

Question 3 What might some of the barriers be to this project?

- The actual access
- Funding
- Word of mouth

Project Idea 4 Public Art that celebrates multiculturalism

Question 1 What are the key community outcomes of this project?

- Public attraction
- Tourist attraction
- More ethnic groups celebrating together in art
- Discount days
- Multiple translation other ethnic groups have the ability to gain knowledge about other ethnic groups
- Festivals events
- Less crime

- Ethnic people speaking for themselves, self-representation and communicating cultural experience to the masses even collocative participatory art would bring lots of people together.

Question 2 What expert help will you need to get it off the ground?

- Art community
- Universities (students)
- Institutions
- Community
- Artists
- Web designer (local and non-local)
- A focus on emerging artists for fresher present-day insight into diverse experiences of people.
- Senior artists to expensive due to reputation and are less likely to collaborate due to fixed style.

Question 3 What might some of the barriers be to this project?

- Judgmental people
- Funding
- Maintained
- Council agreement
- Racism

3. Green Bay Community workshop 30th July 2018

Project Idea 1 Shelter

Question 1 What are the key community outcomes of this project?

- Shelter so access in all weather conditions
- Ethnic gardens
- Neighbourhood events
- Funding from arts and sports
- Programmes run by many ethnic groups

Question 2 What expert help will you need to get it off the ground?

- Identify parks which have clearly have toilets and drinking fountains
- Expert guidance to design
- Exchange of ideas-successful leaders could be the expert

Question 3 What might some of the barriers be to this project?

- No information on existing facilities parks and gardens
- Costs-too expensive
- No one to activate space
- Vandalism/graffiti/tagging
- Need strong community backing

Project Idea 2 Ethnic Arts

Question 1 What are the key community outcomes of this project?

- **Park Puzzle:** trail information, path that could be walked that displays different cultures and backgrounds opportunities for families to bond in the community and become more aware.

- **Food Story:** Document food story from different ethnicities

Question 2 What expert help will you need to get it off the ground?

- **Park Puzzle:** Media promotion plus brochures involved with different cultural backgrounds libraries would be involved plus funding for a coordinator
- **Food Story:** Find people to share food stories funding for coordinator funding for resources photos etc space to launch community centre?

Question 3 What might some of the barriers be to this project?

- **Park puzzle:** Lack of participation, lack of funding, lack of accessibility
- **Food story:** Finding diverse range of people lack funding hard to find ingredients, photos of families

Project idea 3 Emerging Leaders Group

Question 1 What are the key community outcomes of this project?

- People of 1.5 and second generation kiwis to feel confident in overlapping in their multiple identities
- Intergenerational dialogue within and between ethnic communities
- A very diverse understanding on what ethnic leadership is

Question 2 What expert help will you need to get it off the ground?

- Working with established leadership organisations
- Project management and funding
- Preparing ethnic leaders for governance roles
- Lobbyists/advocates that challenge the system

Question 3 What might some of the barriers be to this project?

- Funding
- Organisations and engagement
- Communication: there needs to be a clear understanding between all stakeholders
- People aversion to women's only/events and activities
- Ethnic views on gender roles in leadership.

4. Blockhouse Bay Chinese community 1st August 2018

Project Idea 1 Shelter

Question 1 What are the key community outcomes of this project?

- Exercise
- Dancing
- Tai-chi
- Singing
- Shade
- Chairs
- Path access – covered access ways for walking
- Shelter from rain (20 people can sit inside it with electricity. Helps people to stay in the park for a long time

Question 2 What expert help will you need to get it off the ground?

- Sun-shading shelter for sunshine and raining in Park

- Parks already have groups using parks for activities
- If a shelter appeared lots of people would use it

Question 3 What might some of the barriers be to this project?

- Terry street park at Blockhouse Bay already have a schedule
- Decking/wood on the floor as it is not slippery

Project Idea 2: Facility for old people at New Lynn and Hillsborough area

Question 1 What are the key community outcomes of this project?

- Seats and shelter on bus stops,
- Chinese clinic
- On Bus stops in Lynfield (need to walk), now community centre in Lynfield
- Expensive to rent chapel
- Bus rouse changed
- Computers (wifi)
- More wifi spots
- More activities (Wed, Fri) – English class, Singing, now notification

Question 2 What expert help will you need to get it off the ground?

- AT hop
- Auckland council
- Local Churches

Question 3 What might some of the barriers be to this project?

- Many of us live in Lynfield 580 Hillsborough. We are all old people. No community in our place. We need bus to come here
- Chinese community in NZ is a vulnerable groups and the population is increasing now. We wish to get better life and get access the local system for old people

Project idea 3 Repair and Trade Cafe

Question 1 What are the key community outcomes of this project?

- Organise free services for haircut and repairing electric facilities
- Repair Café (Chinese conservation and Education trust) environmental protection, economy and use goods and materials properly
- volunteer for haircut, but need to get a place

Question 2 What expert help will you need to get it off the ground?

- Haircut: for ladies would like to do this volunteer job – Ms Bao, Ms Zhou, Ms Zhang and Ms Hao from Blockhouse Bay Chinese community
- Chinese conservation and education trust for repair café – Estella Lee

Question 3 What might some of the barriers be to this project?

- Repair for electric facilities, haircut need some tools and place.
- Volunteer people should have local certificate.

Project Idea 4 Swimming Pool

LOCIS

Question 1 What are the key community outcomes of this project?

- Swimming pool: Good for health, convenient for old people and children
- The play place for child
- Reduce the stress for adult
- It benefits the elderly in their daily life and also saves the traffic and health and medical fees for government

Question 2 What expert help will you need to get it off the ground?

- Water - power department to design for the swimming pool
- Government support
- Private companies provide funding and work with government and water-power department together to build the swimming pool which would be benefit for local community members

Question 3 What might some of the barriers be to this project?

- Funding
- Staff

5. Ethnic Leaders Workshop New Lynn 2nd August 2018

Project Idea 1: Permanent Shelter In Parks

Question 1: What are the key community outcomes of this project?

- Multifunctional space
- Better infrastructure, toilets, shelters, water supply, water fountain, BBQ, tables and seats
- Community input into design
- Parking
- Community ownership
- One big shelter or several small ones-different for different parks
- Cost sharing
- Safety
- Ease of use
- Multi use reduce set up costs

Question 2 What expert help will you need to get it off the ground?

- Planner bring to the table existing designs
- Budgeting experts
- Maintenance plan

Question 3 What might some of the barriers be to this project?

- Money including building maintenance
- Too many different ideas
- Must get community buy in 'united front'
- Costs to hire
- Fairness in allocation to different groups

- Wifi
- Appropriate space
- Local Board/Council driven ownership
- Act on growing the Board to represent community delegates must have powers and majority decision should rule.

Project Idea 2 Ethnic Leadership Programme

Question 1 What are the key community outcomes of this project?

- Bringing different ethnic groups together to explore a range of traditional foods to give people insight into other people
- Build friendships
- networking

Question 2 What expert help will you need to get it off the ground?

- Contacting through ethnic groups
- Advertising promotion hiring a space

Question 3 What might some of the barriers be to this project?

- Definition/ context of leadership
- not formally linked to accredited mainstream programmes
- youth engagement is a big barrier.

Project Idea 3 Ethnic Leadership Senior Programme

Question 1 What are the key community outcomes of this project?

- Reducing isolation and elder abuse
- Producing a seminar series
- Increase involvement of seniors
- Improve transport options
- Connect seniors to community

Question 2 What expert help will you need to get it off the ground?

- Funding
- Venue to socialise
- Accessible venue
- Dialogue with council

Question 3 What might some of the barriers be to this project?

- Public transport
- English language
- Funding competition
- Grouping together-engaging with wider community
- 1 or 2 people in group to push this
- Put together a plan what is the vision
- Take vision to council
- Approach LB.

Project Idea 3: Multicultural Events

Question 1 What are the key community outcomes of this project?

- Finding a universal event for everyone to celebrate e.g.: new years to bring different ethnicities together to share
- take advantage of learning for other groups understanding differences between groups
- increased inclusiveness for communities
- Reduce isolation
- Learn how different people celebrate

Question 2 What expert help will you need to get it off the ground?

- Events teams
- Cultural advisors/leaders
- Someone to engage with community such as schools
- Ethnic leaders' groups, community champions, project manager
- Learnings from previous events/groups expertise around council
- Media PR previous events/groups
- Policy and plans Funding

Question 3 What might some of the barriers be to this project?

- Funding and resourcing
- Marketing
- Putting it together -resourcing an everybody meeting
- Identifying leadership and maintaining relationships
- Agreeing on suitable date for all cultures
- Not getting a good balance of people because we don't know what we don't
- Falls under LB and need to hold accountable
- Someone to manage an advisory group manage portfolio.