I hereby give notice that an ordinary meeting of the Community Development and Safety Committee will be held on:

**Date:** Tuesday, 9 July 2019  
**Time:** 9.30am  
**Meeting Room:** Reception Lounge  
**Venue:** Auckland Town Hall  
301-305 Queen Street  
Auckland

Ngā Hui a te Komiti Whanake Hapori me ōna Kaupapa Āhuru / Community Development and Safety Committee

**OPEN AGENDA**

Theme – Transport accessibility, affordability and safety

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**MEMBERSHIP**

- **Chairperson**: Cr Dr Cathy Casey  
- **Deputy Chairperson**: Cr Fa’anana Efeso Collins  
- **Members**:  
  - Cr Josephine Bartley  
  - Cr Alf Filipaina  
  - Cr Richard Hills  
  - IMSB Member Tony Kake  
  - IMSB Member Dennis Kirkwood  
  - Cr Daniel Newman, JP  
  - Cr Greg Sayers  
  - Cr Sir John Walker, KNZM, CBE  
  - Cr Wayne Walker  
  - Cr John Watson  
  - Cr Paul Young  

- **Ex-officio**:  
  - Mayor Hon Phil Goff, CNZM, JP  
  - Deputy Mayor Cr Bill Cashmore

(Quorum 7 members)

***Sonya Inger, Governance Advisor***  
4 July 2019  
Contact Telephone: (09) 977 6050  
Email: sonya.inger@aucklandcouncil.govt.nz  
Website: www.aucklandcouncil.govt.nz

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**Note:** The reports contained within this agenda are for consideration and should not be construed as Council policy unless and until adopted. Should Members require further information relating to any reports, please contact the relevant manager, Chairperson or Deputy Chairperson.
Terms of Reference (Delegations)

Parent committee: Environment and Community Committee

Responsibilities and key projects

The committee is responsible for regional community development and safety, including:

- grants for regional events, arts and cultural organisations
- arts, culture and heritage
- alcohol harm reduction strategy (recommendation to Environment and Community Committee)
- homelessness plan (recommendation to Environment and Community Committee)
- work with the six demographic advisory panels to give visibility to the issues important to their communities and help effect change

Powers

All powers necessary to perform the committee’s responsibilities.

Except:
(a) powers that the Governing Body cannot delegate or has retained to itself (section 2)
(b) where the committee’s responsibility is limited to making a recommendation only
(c) where a matter is the responsibility of another committee
(d) the approval of expenditure that is not contained within approved budgets
(e) the approval of expenditure of more than $2 million
(f) the approval of final policy
(g) deciding significant matters for which there is high public interest, and which are controversial
(h) the commissioning of reports on new policy where that policy programme of work has not been approved by the Environment and Community Committee
(i) the power to establish sub – committees
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1 Apologies

Apologies from Deputy Mayor B C Cashmore, Mayor P Goff, Deputy Chairperson Cr E Collins, Cr R Hills and Cr W Walker have been received.

2 Declaration of Interest

Members are reminded of the need to be vigilant to stand aside from decision making when a conflict arises between their role as a member and any private or other external interest they might have.

3 Confirmation of Minutes

That the Community Development and Safety Committee:

a) confirm the ordinary minutes of its meeting, held on Thursday, 20 June 2019, as a true and correct record.

4 Petitions

At the close of the agenda no requests to present petitions had been received.

5 Public Input

Standing Order 7.7 provides for Public Input. Applications to speak must be made to the Governance Advisor, in writing, no later than one (1) clear working day prior to the meeting and must include the subject matter. The meeting Chairperson has the discretion to decline any application that does not meet the requirements of Standing Orders. A maximum of thirty (30) minutes is allocated to the period for public input with five (5) minutes speaking time for each speaker.

At the close of the agenda no requests for public input had been received.

6 Local Board Input

Standing Order 6.2 provides for Local Board Input. The Chairperson (or nominee of that Chairperson) is entitled to speak for up to five (5) minutes during this time. The Chairperson of the Local Board (or nominee of that Chairperson) shall wherever practical, give one (1) day’s notice of their wish to speak. The meeting Chairperson has the discretion to decline any application that does not meet the requirements of Standing Orders.

This right is in addition to the right under Standing Order 6.1 to speak to matters on the agenda.

At the close of the agenda no requests for local board input had been received.
Section 46A(7) of the Local Government Official Information and Meetings Act 1987 (as amended) states:

“An item that is not on the agenda for a meeting may be dealt with at that meeting if-

(a) The local authority by resolution so decides; and

(b) The presiding member explains at the meeting, at a time when it is open to the public,

(i) The reason why the item is not on the agenda; and

(ii) The reason why the discussion of the item cannot be delayed until a subsequent meeting.”

Section 46A(7A) of the Local Government Official Information and Meetings Act 1987 (as amended) states:

“Where an item is not on the agenda for a meeting,-

(a) That item may be discussed at that meeting if-

(i) That item is a minor matter relating to the general business of the local authority; and

(ii) the presiding member explains at the beginning of the meeting, at a time when it is open to the public, that the item will be discussed at the meeting; but

(b) no resolution, decision or recommendation may be made in respect of that item except to refer that item to a subsequent meeting of the local authority for further discussion.”
Youth Advisory Panel Joint Committee Discussion - transport accessibility, affordability and safety with a youth lens

File No.: CP2019/12560

Te take mō te pūrongo
Purpose of the report

1. To support the Youth Advisory Panel item to the Community Development and Safety Committee. This will take the form of series of presentations to bring a youth lens and perspective on the topic of transport accessibility, affordability and safety.

Whakarāpopototanga matua
Executive summary

Background

2. The demographic advisory panels are one of council’s engagement mechanisms for hearing from diverse communities. They provide advice to the governing body and council staff on regional policies, plans and strategies and any matters which are of concern to those communities.

3. The Youth Advisory Panel is made up of 21 members representing the areas of each of the wards and boards of Auckland Council. Their priorities are shaped by the goals of I Am Auckland: Auckland’s Strategic Plan for Children and Young People.

4. In July 2017, the Youth Advisory Panel agreed on four priorities area that they wanted their work programme to focus on:
   - Environment and Sustainability
   - Transport and Accessibility
   - Homelessness
   - Youth Engagement and Civic Participation.

5. One of the seven goals of the I am Auckland Plan is ‘Connected: Children and young people can get around Auckland and get connected’. As part of its transport and accessibility outcome area the Youth Advisory Panel has been strong in this advocacy and feedback in regards transport accessibility, affordability and safety from a youth perspective.

6. The Community Development and Safety Committee is hosting a series of themed individual hui throughout 2019 with advisory panels to hear and understand their priorities. It has been agreed that the respective panel will co-host the item and suggest the theme, focus and speakers/presenters.

7. The Youth Advisory Panel have agreed, in discussion with the committee chair, that the theme for this session will be transport accessibility, affordability and safety - a youth perspective.

Committee Discussion

8. Ahead of the committee meeting attendees are invited to use public transport to make their way to the meeting and come prepared to share any insights on their journey.

9. The committee and panel have agreed for presentations and speakers to commence a conversation of the topic of transport accessibility, affordability and safety from a youth perspective as follows:
   - Introduction from Chair of Youth Advisory Panel – Veisinia Maka
Item 8

- Video – Selection of youth speaking about their experience on public transport
- Dr Alex MacMillan, Senior Lecturer Environmental Health, University of Otago
- Kramer Hoeflich, Youth Advisory Panel Member for Maungakiekie-Tāmaki, on accessibility issues that young people face. or a young person themselves – Kramer Hoeflich
- Opportunity for committee and panel members to share their public transport stories and discuss common themes and opportunities.

Ngā tūtohunga
Recommendations

That the Community Development and Safety Committee:

a) thank the Youth Advisory Panel for organising and participating in this joint session.
b) forward the issues raised in relation to youth transport accessibility, affordability and safety to Auckland Transport and relevant council departments to inform future planning for this functions and operations.

Ngā tāpirihanga
Attachments

There are no attachments for this report.

Ngā kaihaina
Signatories

| Authors                      | Mara Bebich - Stakeholder Manager, Infrastructure & Environmental Services and Lead Officer for the Youth Advisory Panel
|                             | Amanda Kelly, Principal Advisor, Arts, Community and Events and Deputy Lead Officer for the Youth Advisory Panel
| Authoriser                  | Ian Maxwell - Director Community Services |
Transport accessibility, affordability and safety

File No.: CP2019/12561

Te take mō te pūrongo

Purpose of the report

1. To provide the committee and Youth Advisory Panel with a response from the council family on transport accessibility, affordability and safety.

2. Identify next steps for future transport planning and operations to ensure a youth voice is part of such processes.

Whakarāpopototanga matua

Executive summary

3. Representatives from Auckland Transport will be present to update the committee on the work that is taking place to strengthen the council’s approach to transport accessibility, affordability and safety.

4. A council-controlled organisation, Auckland Transport is responsible for all of the region’s transport services (excluding state highways), from roads and footpaths, to cycling, parking and public transport.

5. Auckland Transport’s day-to-day activities keep Auckland’s transport systems moving; including planning and funding of public transport, promoting alternative ways to get around and operating the local roading network.

Ngā tūtohunga

Recommendation/s

That the Community Development and Safety Committee:

a) receive the update and thank the representatives from Auckland Transport for their attendance.

Ngā tāpirihanga

Attachments

There are no attachments for this report.

Ngā kaihaina

Signatories

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<td>Ian Maxwell - Director Community Services</td>
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New Zealand Police update - youth safety

File No.: CP2019/11895

Te take mō te pūrongo
Purpose of the report
1. To update the Community Development and Safety Committee on New Zealand Police activities in relation to:
   • Train deployment plan – a two month deployment plan working with Auckland Transport on the train network to reduce serious crime and victimisation in Auckland city
   • Te Pureke - Collaboration with The Mission, Lifewise and Oranga Tamariki to identify youth rough sleepers within the Auckland Central Business District, intervene, refer and monitor by working with them and their whanau
   • Youth Engagement Officers - the role of the newly appointed Youth Engagement Officers and the work they do with youth and their whanau
   • Driver Licensing Programmes - programmes which support young people in gaining their license.

Ngā tūtohunga
Recommendation/s
That the Community Development and Safety Committee:
 a) receive the update and thank the New Zealand Police representative/s for their attendance.

Ngā tāpirihanga
Attachments
There are no attachments for this report.

Ngā kaihaina
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Libraries update - services to rangatahi (focus on Ōtara and Rānui)

File No.: CP2019/11666

Te take mō te pūrongo

Purpose of the report

1. To update the Community Development and Safety Committee on
   • youth employment experience for students from Tangaroa College, Ōtara giving them the opportunity for paid work experience.
   • Rānui library’s youth network.

Ngā tūtohunga

Recommendation/s

That the Community Development and Safety Committee:

a) receive the presentation and thank library staff for their update.

Ngā tāpirihanga

Attachments

There are no attachments for this report.

Ngā kaihaina

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Te take mō te pūrongo

Purpose of the report

1. This report provides an update on council work programmes that align with and support the goals of the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

Whakarāpopototanga matua

Executive summary

2. CEDAW promotes the equality of women and requires signatory countries to end all forms of discrimination against women. The New Zealand government ratified CEDAW in 1985 and provides regular reports to the United Nations on NZ’s progress with CEDAW commitments.

3. On 15 November 2018 the Community Development and Safety Committee endorsed the CEDAW goals as providing a strong framework to advance political and economic equality for women in New Zealand. The committee endorsed a number of Auckland council work programmes as aligning with, and helping to deliver on, CEDAW goals and requested monitoring reports on these work programmes.

4. This report, and Appendix B, provide a progress update on work programmes that align to the following CEDAW articles:
   - Guarantee of Basic Human Rights and Fundamental Freedoms (Article 3)
   - Political and Public Life (Article 7)
   - Employment (Article 11)
   - Health (Article 12)
   - Economic and Social Benefit (Article 13)

5. On 13 August 2019, the Māori Women’s Welfare League and Pacific Women’s Watch are hosting the Ministry for Women’s International Caucus in Auckland. The agenda will include discussion about the government’s response to the United Nations CEDAW committee recommendations; and the Ministry for Women’s programme to increase awareness of CEDAW goals and encourage other councils to commit to these goals. Auckland Council’s commitment to the CEDAW goals will be highlighted at this meeting.

Ngā tūtohunga

Recommendation/s

That the Community Development and Safety Committee:

a) continue to receive monitoring reports on council’s work programmes that align with and support Convention on the Elimination of all forms of Discrimination against Women goals

b) support the efforts of the Ministry for Women, Māori Women’s Welfare League and Pacific Women’s Watch increase awareness of the Convention on the Elimination of all forms of Discrimination against Women goals and to encourage other councils to commit to these goals.
Horopaki

Context

6. The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) promotes the equality of women and obligates signatory countries to end all forms of discrimination against women. The three core elements of CEDAW are:

- Affirmation of women’s civil and political rights
- Protecting women’s reproductive rights and ensuring they are not a basis for discrimination
- Challenging discriminatory stereotypes, customs and norms for women,

7. Appendix A provides a summary of the CEDAW provisions.

8. The New Zealand (NZ) government ratified CEDAW in 1985 and reports to the United Nations (UN) Committee for the Elimination of all forms of Violence against Women on NZ’s progress with CEDAW commitments, most recently on 12 July 2018.

9. On 15 November 2018 the Community Development and Safety Committee endorsed the CEDAW goals as providing a strong framework to advance political and economic equality for women in NZ. The committee also endorsed a number of Auckland Council work programmes as aligning with, and helping to deliver on, CEDAW goals.

10. The committee requested monitoring reports on these work programmes, in the context of CEDAW goals, and also requested that officers seek to identify other work programmes that may align with and help deliver on CEDAW goals.

11. The Chair of the Committee wrote to the Minister for Women, to express council’s commitment to CEDAW and support for the Government’s work programmes to achieve CEDAW goals.

Tātaritanga me ngā tohutohu

Analysis and advice

12. Appendix B of this report provides an update on progress (since the last report in November 2018) on council’s work programmes that align with CEDAW goals.

Guarantee of Basic Human Rights and Fundamental Freedoms (article 3)

Inter-cultural Cities Audit

13. The Auckland Plan Belonging and Participation outcome identifies that taking steps to pro-actively foster relationships between different communities in Auckland is critical for strengthening Auckland’s social cohesion. Intentionally building relationships between different communities is the underlying principle of ‘inter-culturalism’.

14. To support this Auckland Plan outcome, we completed the Inter-cultural Cities Index audit in 2018. The Inter-cultural Cities Index audit assess cities on a wide range of policies and practices indicators which support inter-culturalism. A summary of Auckland’s results are:

- Auckland is ranked 14th among the 94 cities that have completed the audit, with an aggregate inter-cultural city index of 74%
- Auckland is ranked 8th among cities with more than 200,000 inhabitants and 11th among cities with more than 15% of residents born overseas.
- Auckland scored higher than average in indicators for commitment; welcoming; governance; media; international outlook; intelligence/competence; education; public service; neighbourhoods; business and labour market; and public space.
We scored lower than the city sample average in indicators for: mediation, language, and cultural and civil life. These findings will help inform council work programmes to foster social cohesion in Auckland.

Thriving communities

15. Council is updating the Thriving Communities Action Plan to align with the Auckland Plan and provide direction for council’s investment in supporting thriving, inclusive and resilient communities, fostering intercultural connections and understanding to support social cohesion in our communities.

Investing in Aucklanders – social inclusion, belonging and participation

16. In 2017-2018 our community engagement process on inclusion, belonging and participation generated insights into what makes Aucklanders feel they belong. Using these insights, we will develop pilots to test interventions to support increasing participation and inclusion. This is likely to particularly involve women in our communities.

I am Auckland - council’s strategy for children and young people

17. Council recently approved a new implementation plan and evaluation framework for I am Auckland, council’s strategy for children and young people, with a greater focus on delivery, monitoring and measuring the impact of what we do. This work will deliver benefits for young women in Auckland.

WHO Age-friendly Cities and Communities Network

18. A part of the process to join the WHO Age-friendly Cities and Communities Network, Auckland Council and partners are developing a region-wide cross sector age-friendly action plan to improve the wellbeing of older Aucklanders. An age-friendly Auckland will benefit women who tend to live longer than men, with significantly more women than men in the over 85 age-group.

Safe Communities

19. Auckland Council has obtained Safe Communities accreditation - the largest local government authority in Australasia to obtain accreditation. The Safe Community model is backed by the World Health Organisation and internationally recognised as an effective intervention that provides a consistent platform for collaboration on projects that deliver evidence-based safety and injury prevention strategies at a local and regional level.

Political and Public Life (article 7)

20. In November 2018, Auckland Council became the first Council in New Zealand to commit to supporting the CEDAW goals. This Committee will receive regular reports on progress with Council work programmes that align with the CEDAW goals.

21. The local government elections will be held in October 2019. Auckland Council’s election team has engaged with a wide range of community partners to reach Auckland’s diverse communities and to encourage Aucklanders to consider standing for election and to vote.

22. Council is committed to seeking diverse talented applicants for Council Controlled Organisations (CCO) board roles. In May 2019, council signed a Memorandum of Understanding with the Ministry of Pacific Peoples to support this initiative. We are also progressing discussions with the Ministry for Women and Office of Ethnic Communities on this work. We are gathering demographic data about the make-up of our CCO boards as a baseline to track progress on this work.

23. Council partners with the State Services Commission and other government agencies to co-deliver the very successful Auckland Women in Public Sector Leadership summit – the third summit will be held in October 2019.
Employment (Council staff) (article 11)

24. In November 2018, council set targets for diverse representation at our enterprise leadership level (tier three and above) taking an intersectional lens of gender and ethnicity. Council’s executive leadership team has approved changes to our recruitment process to help achieve these targets.

25. Council has committed to enable all roles in council to be worked flexibly and we are trialling implementation pilots across the organization.

26. In 2019, we are piloting He Ata - our Female Accelerated Leadership programme - to support emerging female executive leadership talent.

27. We recently launched our Women’s Leadership Network to recognise and develop diverse talented women across the organisation. Council’s International Women’s day celebrations attract significant numbers of women staff each year.

28. We are the first Council in New Zealand to receive both the YWCA Gender Tick accreditation and Rainbow Tick accreditation.

29. Auckland Transport’s Women’s Network was established in 2018 with the vision of ‘confident women navigating their career with ease and purpose’.

Health (article 12)

30. Council delivers the Ministry of Health Community Action on Youth and Drugs (CAYAD) programme, aiming to reduce harm for young people from alcohol and other drugs. This includes raising awareness of alcohol and drug harm during pregnancy and supporting young women, community leaders and families to lead harm reduction strategies.

Economic and Social Benefits (article 13)

31. The Southern Initiative (TSI) is leading several work programmes which actively contribute to this goal. More details are provided in Appendix B. These work programmes include:

Social Procurement

32. TSI is at the forefront of leading social procurement practice to create employment and enterprise opportunities for South and West Aucklanders.

33. Only 14% of construction industry employees are women and it is estimated that women ‘on the tools’ could be as low as three per cent. There is a high degree of horizontal segregation, and gender patterns in the industry have remained, more unchanged for many years.

34. Key performance indicators for this work include targets for 30 per cent of women as new recruits as well as aiming to close the gap between Māori and Pacific Peoples’ wages to the rest of Auckland.

Shared Prosperity & Youth Connections

35. TSI’s Shared Prosperity and Youth Connections programmes are designed to intentionally seek out the best opportunities with the greatest potential for personal, whanau and community transformation. In 2019, TSI’s Employment Brokers & Coaches are focused on working with young people and adults who are experiencing the highest levels of inequity in South and West Auckland.

36. To date, TSI’s Employment Brokers & Coaches have worked directly with 32 youth and adults. Of this group, 15 (or 47%) are women, and 9 of these women are now in quality employment.

37. The Brokers & Coaches are also working with community partners to grow expertise and capacity in the community. Our community partners are working with 36 people, of whom 11 (or 30%) are women. Five of these women are now in quality employment and 1 has transitioned into higher education.
UPtempo

38. UPtempo is a collaborative project between TSI, the Ministry of Business, Innovation and Employment (MBIE), employers and employees to help transition Māori and Pacific workers in low skilled, low paid jobs into higher skilled, higher paid jobs in sustainable industries. UPtempo has a cohort of 25 people, including several women, who have been in the workforce for more than five years. The end goal is to increase earning potential and job security, reduce poverty-related stress and improve socio-economic outcomes for families.

TSI’s Māori and Pasifika Trades Training consortium

39. The TSI team lead a consortium of private training establishments delivering the Māori and Pasifika Trades Training programme in construction, infrastructure and allied trades, funded by the Tertiary Education Commission. TSI’s goal is 30% female participation, which is endorsed by the Ministry for Women. Last year, 27% of Māori and Pasifika Trades Training learners were women – the highest in the country for non-traditional trades. The Ministry for Women advises that 30% is generally understood as the tipping point for female participation to be normalised in male dominated work spaces.

Te Haa o Manukau – a new innovation hub and co-working space

40. Te Haa o Manukau opened on 16 October 2018 in the heart of the Manukau CBD. TSI partners with Ngahere Communities, a local social enterprise founded by a group of young Māori and Pacific creative entrepreneurs, to operate Te Haa. The Hine Boss Māori Women business workshops has run several events at Te Haa.

Kootuitui Trust collaboration project

41. TSI, in collaboration with Kootuitui Trust, supports a group of (mainly) women in Papakura to create solutions to day to day challenges. As a result of this collaboration, a group of Papakura families have developed a low-cost home intervention kit to create warmer, drier and healthier homes. The families involved report that they experienced greater social connectedness, built a network of authentic and trusting relationships, learnt how to implement their innovative ideas and grew their self-confidence and basic DIY skills. They have also expanded their knowledge of tenancy rights, learnt budgeting skills and transferred what they learnt to whānau across the community.

Nuku

42. TSI is supporting the social-impact storytelling project NUKU to create 100 profiles of Māori and indigenous women to change the perceptions of indigenous women and the way indigenous women perceive themselves. This work aims to empower indigenous women to be agents of change in their communities, sector and society.

Auckland Tourism Events and Economic Development

43. Auckland Tourism Events and Economic Development (ATEED) is a regional partner in Auckland’s Jobs and Skills Hubs network. Employment and progression opportunities for women is a priority for jobs and skills hubs. Over 150 women have been placed into employment through the hubs since 2017. Māori (37%) and Pasifika (36%) peoples comprise a large share of people employed through the hubs.

Housing First

44. Auckland Council is a partner in the Housing First initiative, with government and other agencies. This initiative has placed 964 people (512 adult participants and 452 children) into permanent homes across the Auckland region since March 2017. 50% of all adults housed are women.

Engagement

45. Overall, the proportion of submissions from women in all of Council’s major consultations has increased every year since 2016, when demographic information began being recorded.
46. In general submissions on our major strategies (Annual Budget, 10 Year Budget, Auckland Plan, Local Board Plans) are fairly balanced in terms of gender. Over the past three years, the proportion for women submitters has ranged between 46% and 58% for these consultations.

47. Consultations on other strategies and bylaws have attracted a greater proportion of women submitters e.g.

- Notice of Motion to prohibit the sale of fireworks to the public (73%)
- Public Safety and Nuisance Bylaw (68%)
- Dog Policy and Bylaw (68%)
- Waste Management and Minimisation Bylaw (67%)
- Regional Pest Management Plan (67%).

48. As part of Auckland Council’s commitment to becoming a leader in diversity and inclusion we are working to ensure that our consultation and engagement reaches all of Auckland’s diverse peoples. Through partnerships with trusted community groups we are seeing increasing engagement from communities that were previously under represented.

49. We have also experienced growth of submissions from people in the 25-44 and 45-64 age brackets and a reduction in the over 65 age group, which is broadly in line with the latest Auckland census data on age.

Ngā whakaaweawe me ngā tirohanga a te rōpū Kaunihera

Council group impacts and views

50. This report provides a summary of programmes that align with the CEDAW goals and includes information from Auckland Transport and Auckland Tourism, Events & Economic Development.

Ngā whakaaweawe ā-rohe me ngā tirohanga a te poari ā-rohe

Local impacts and local board views

51. In 2018, four local boards passed resolutions in support of Council supporting the CEDAW goals. This report provides an update on council’s work programmes that align with CEDAW goals.

52. A number of these work programmes respond to local board priorities. Local board views have not been sought for this report but were sought during the development of the work programmes referred to in this report and summarised at Appendix B.

Tauākī whakaaweawe Māori

Māori impact statement

53. The Māori Women’s Welfare League actively supports the CEDAW goals and is working in partnership with the Ministry of Women to encourage greater awareness and take-up of these goals. This report provides a summary of Auckland Council work programmes, including some with a particular focus on Māori outcomes, that align with the CEDAW goals.

Ngā ritenga ā-pūtea

Financial implications

54. There are no financial implications arising from staff recommendations.

Ngā raru tūpono me ngā whakamaurutanga

Risks and mitigations

55. There are no risks arising from staff recommendations.
Ngā koringa ā-muri

Next steps
56. This Committee will receive update reports on Council work programmes that align with the CEDAW goals.

Ngā tāpirihanga
Attachments

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<tr>
<th>Author</th>
<th>Deborah James - Head of Diversion and Inclusion</th>
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<tbody>
<tr>
<td>Authoriser</td>
<td>Ian Maxwell - Director Community Services</td>
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</table>
Appendix 1 – Convention on the Elimination of all forms of Discrimination against Women (in brief)

Article 1 – Definition of discrimination against women
The term “discrimination against women” means any distinction, exclusion or restriction made on the basis of sex which limits fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2 – Policy measures
Governments must not allow discrimination against women. There must be laws and policies to protect them from any discrimination and to adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women. They must refrain from engaging in any act or practice of discrimination against women and ensure that public authorities and institutions shall act in conformity with this obligation.

Article 3 – Guarantee of basic human rights and freedoms
Governments must take action in all fields – political, social, economic, and cultural – for the purpose of guaranteeing women the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4 – Special measures
Governments should take special measures or special actions to end discrimination against women. These specific measures should last until equality between women and men is achieved.

Article 5 – Roles based on stereotypes
To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes.

Governments must also ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children.

Article 6 – Trafficking and prostitution
Governments must take action, including making new laws, to end trafficking and prostitution of women.

Article 7 – Political and public life
Women have the same right to vote and be elected to government positions. Women have the right to take part in the decisions a government makes and the way it carries them out and participate in non-governmental organisations and associations concerned with the public and political life of the country.

Article 8 – Participation at the international level
Women have the right to represent their country at the international level and to participate in the work of international organisations.

Article 9 – Nationality
Women have the right to have a nationality, and to change it if they want. A woman’s nationality must not be changed automatically just because she got married, or because her husband changed his nationality.

Women shall have equal rights with men with respect to the nationality of their children.

Article 10 – Education
Governments must end discrimination against women in education. Women should have access to career guidance and professional training at all levels, to studies and schools; to examinations, teaching staff, school buildings, scholarships and equipment.

Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning needs to be provided.

They must also address female student drop-out rates and the organisation of programmes for girls and women who have left school prematurely.
Appendix 1 – Convention on the Elimination of all forms of Discrimination against Women (in brief)

Article 11 – Employment
Women have a right to work and should be able to join a profession of their choice. Women must have the same chances to find work, get equal pay, promotions, superannuation and training and have access to healthy and safe working conditions.

In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, governments will prohibit dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status. Maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances should be provided.

Article 12 – Health
Governments must make sure that women are not discriminated against in health care. In particular, women have the right to services related to family planning and pregnancy.

Article 13 – Economic and social life
Women are provided equal access in all areas of economic and social spheres, including receiving family benefits, the right to bank loans, mortgages and other forms of financial credit and taking part in sports and cultural life.

Article 14 – Rural women
Governments must focus on the particular problems of women who live in rural areas and help them look after and contribute to their families and communities. This includes access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes. Women should enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

Article 15 – Law
Women are equal before the law, including laws about freedom to go where they choose, choosing where to live, signing contracts and buying and selling properties. Governments shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

Article 16 – Marriage and family life
Governments shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations. Women will have the same rights and responsibilities during marriage and at its dissolution. The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount. The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights.
### Appendix B

**July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals**

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<tr>
<td><strong>Strategic directions</strong></td>
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The **Auckland Plan** ‘belonging and participation’ outcome is “Te whati pāanga me te whai wāhi atu/ all Aucklanders will be part of and contribute to society, access opportunities, and have the chance to develop to their full potential”. Key focus areas under this theme are:

- “Foster an inclusive Auckland where everyone belongs”
- “Recognise, value and celebrate Auckland’s differences as strengths”.

### Intercultural Cities Audit

- The Auckland Plan Belonging and Participation outcome identifies that taking steps to pro-actively foster relationships between different communities in Auckland is critical for strengthening Auckland’s social cohesion. Intentionally building relationships between different communities is the underlying principle of ‘interculturalism’.

- To support this Auckland Plan outcome, we completed the Intercultural Cities Index audit in 2018. The Intercultural Cities Index audit assess cities on a wide range of policies and practices indicators which support interculturalism. A summary of Auckland’s results are:
  
  - Auckland is ranked 14th among the 94 cities that have completed the audit, with an aggregate intercultural city index of 74%.
  - Auckland is ranked 8th among cities with more than 200,000 inhabitants and 11th among cities with more than 15% of residents born overseas.
  - Auckland scored higher than average in indicators for: commitment; welcoming; governance; media; international outlook; intelligence/competence; education; public service; neighbourhoods; business and labour market; and public space.
  - We scored lower than the city sample average in indicators for: mediation; language; and cultural and civil life. These findings will help inform Council work programmes to foster social cohesion in Auckland.
## Appendix B
### July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals

Council's *Thriving Communities Action Plan* supports communities to be connected, resilient and inclusive. The Plan is council’s strategic action plan for community-led development and social change and has six key focus areas:

1. Facilitate grass-roots action
2. Strengthen support for the voluntary and community sector
3. Enable social innovation and social enterprise
4. Maximise positive socio-economic impacts
5. Work in a holistic and integrated way
6. Support staff to be community-centric.

<table>
<thead>
<tr>
<th>July 2019 Update</th>
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<tbody>
<tr>
<td>Thriving Communities Action Plan</td>
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<tr>
<td>Council is currently updating the <em>Thriving Communities Action Plan</em> to align with the Auckland Plan 2050 and provide direction for council’s investment in supporting thriving, inclusive and resilient communities. This includes looking at how we focus on improving outcomes for those most in need especially Māori, Pasifika and migrant and refugee communities. Updating the plan also creates an opportunity for council to look more intentionally at how we can foster more intercultural connections and understanding, which will be important to future social cohesion in our communities.</td>
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### Investing in Aucklanders – social inclusion, belonging and participation

- Council is committed to making Auckland friendlier and more inclusive. In 2017-2018 we undertook a community engagement process on inclusion, belonging and participation that generated insights into what makes Aucklanders feel they belong. The next phase of work is using these insights to develop up to 5 pilots to test interventions that could increase participation and inclusion, particularly for target populations.

- The Investing in Aucklanders project is likely to support greater participation and inclusion for women in our communities.
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July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals

I am Auckland - council’s strategy for children and young people
Council recently approved a new implementation plan and evaluation framework for *I am Auckland*, council’s strategy for children and young people. The aim of this is to create greater a focus on delivery and on monitoring and measuring the impact of what we do. This work will deliver benefits for young women in Auckland.

WHO Age-friendly Cities and Communities Network
Council has agreed to join the World Health Organisation Global Network of Age-friendly Cities and Communities and become part of a network of over 700 age-friendly cities around the world. Being ‘age-friendly’ means that the whole council family and wider agencies across Tāmaki Makaurau will take the needs of citizens of all ages into account when designing and communicating our facilities, services and programmes. We will apply universal design and universal access principles as standard practice and better meet the needs of all Aucklanders.

- As part of the process to join the WHO Age-friendly Cities and Communities Network, Auckland Council and partners are developing a region-wide cross sector age-friendly action plan to improve the wellbeing of older Aucklanders. An age-friendly Auckland will benefit women who tend to live longer than men, with significantly more women than men in the over 85 age-group.

Safe Communities
- Auckland Council has obtained Safe Communities accreditation - the largest local government authority in Australasia to obtain accreditation. The Safe Community model is backed by the World Health Organisation and internationally recognised as an effective intervention that provides a consistent platform for collaboration on projects that deliver evidence-based safety and injury prevention strategies at a local and regional level.

Council’s *Inclusive Auckland (diversity and inclusion) framework* is our strategic approach to responding to the needs of Auckland’s diverse communities and leveraging the talents and insights of Auckland’s diverse peoples. Being inclusive means intentionally addressing issues of access,
Appendix B
July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals

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<thead>
<tr>
<th>CEDAW Article 7.</th>
<th>Public and Political Life</th>
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**Elected members**

- Women make up 52% of Aucklanders\(^1\). At the 2016 elections 41% of all candidates and 49% of elected candidates were women\(^2\). Currently 33% of governing body members and 53% of all local board members are women. This compares favourably with the rest of New Zealand’s local government entities. 2016 research on the diversity of the candidate pool, compared both to the diversity of successful elected members, and to the general population, has created a benchmark for monitoring developments at future elections.

- In the 2016 local government elections, the “Love Auckland” campaign resulted in increased voter turnout and increased numbers of voters from communities that are less likely to vote. Council is preparing for the 2019 elections with a Voter Participation project which aims to continue this improvement and ensure people from across all of Auckland’s different communities are encouraged to stand for election.

- Elected members Kura Kāwana training and development programme includes modules on Māori Responsiveness and diversity and inclusion.

- In November 2018, Auckland Council became the first Council in New Zealand to commit to supporting the CEDAW goals. This Committee will receive regular reports on progress with Council work programmes that align with the CEDAW goals.

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1. 2013 Census; Statistics NZ
2. The demographic characteristics of Auckland Council candidates and elected members; Auckland Council, Research and Evaluation Unit; 2017

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*Convention on the Elimination of all forms of Discrimination against Women (CEDAW) - monitoring report*
Appendix B
July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals

- The local government elections will be held in October 2019. Auckland Council’s election team has engaged with a wide range of community partners to reach Auckland’s diverse communities and to encourage Aucklanders to consider standing for election and to vote.

Council Controlled Organisations (CCO) Boards

- In 2017, Council’s CCO Board appointment policy was reviewed and a strengthened statement about the importance of diversity on boards was included.

- Council is partnering with the Ministry for Women, Ministry of Pacific Peoples, Treasury, Department of Internal Affairs and Office of Ethnic Communities to support a strong pipeline of diverse talented applications for appointment to boards. This initiative also supports the government gender targets for public sector boards.

**July 2019 Update**

- Council is committed to seeking diverse talented applicants for CCO Board roles. In May 2019, Council signed an MOU with the Ministry of Pacific Peoples to support this initiative. We are also progressing discussions with the Ministry for Women and Office of Ethnic Communities on this work. We are gathering demographic data about the make-up of our CCO Boards as a baseline to track progress on this work.

Demographic Advisory Panels

- Council’s six demographic advisory panels provide advice on strategic issues and support Council to engage with and hear the voices of all Aucklanders. Our advisory panels are: Disability Community; Rainbow Communities; Youth; Seniors; Ethnic Peoples and Pacific Peoples.

**July 2019 Update**

- Council’s Community Development and Safety Committee is holding joint meetings with each of the panels to increase their profile and input into decision making.
Other

- Council, along with the State Services Commission and other government agencies, has hosted Auckland Women in Public Sector Leadership summits in 2017 and 2018. Both summits have been well-received with over 600 women from the wider public sector engaging with a diverse range of women leaders. Women leaders from Council have spoken at the summits, including Councillor Josephine Bartley, Patricia Reade (Director People and Performance) and Fezeela Raza (Principal Adviser, Diversity and Inclusion).

- The third Auckland Women in Public Sector Leadership summit will be held in October 2019.

- Council’s own International Women’s day celebrations in 2018 and 2019 attracted over 400 women to hear women leaders speak about their leadership journey.

- Council is part of the Champions for Change network – a network of CEs and Chairs of Boards of private and public sector organisations committed to leading change in their organisations around diversity and inclusion. Council’s Chief Executive Stephen Town is an active champion and is profiled on the Champions for Change website. In 2019 we contributed to the Champions for Change reporting process which tracks gender diversity across different leadership levels in these organisations.

- Council has also partnered with external agencies to support the Pathways (Migration) research conference and the inaugural Government and Partners Rainbow Conference.
## Appendix B

### July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals

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<thead>
<tr>
<th>CEDAW Article 11.</th>
<th>Employment</th>
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**Auckland Council staff**

- Women currently make up 60% of Auckland Council’s total workforce and 30% of our senior leaders. In the wider State Sector, women make up 60% of the total workforce and 48% of Tier 3 management and above.

- One of Council’s key goals in the Inclusive Auckland (Diversity and inclusion) framework is to better reflect the make-up of Auckland’s working population in our senior leadership team. We have a number of actions underway to achieve this goal, including:
  - reviewing our recruitment and talent attraction processes to address barriers;
  - implementing a comprehensive flexible working policy;
  - unconscious bias e-learning for all staff;
  - Inclusive Leadership training for all people leaders; and
  - piloting a Female Leaders Acceleration Programme in September 2018. This programme is designed to develop a more diverse pool of female leaders and increase the number of women progressing to senior leadership positions.

- Council’s Māori employment strategy MAHI (Measures and Actions for High Impact) has developed a Māori leadership and capability development program, reflecting Te Ao Māori principles, values and experiences. Women make up the majority of the leadership cohort for the first pilot of this programme.

- Council is foundation member of the YWCA Gender Tick accreditation programme. Gender Tick assesses organisations across five key indicators: gender inclusive culture, flexibility and leave, women in leadership, gender pay equality and ensuring a safe workplace. Along with the other foundation members Air New Zealand, Coca-Cola Amatil, Fonterra, Lion and SkyCity, council is working through the Gender Tick accreditation process.

### Equal Pay

- Council’s monitoring of gender pay parity across our workforce has not identified significant differences in pay for male and female staff doing the same roles. Council’s primary gender pay issue relates to the lack of
women in senior leadership levels – we have outlined above the steps we are taking to address this.

- In 2017 Council received a Bronze award in the Emerging category at the YMCA Gender Pay awards. We monitor gender pay issues through an annual audit and our Diversity Dashboard which provides gender-based insights analysis into promotions, starting salaries, out-of-cycle increases, gender representation in each salary band and zone as well as job functions.

- In 2017 Council committed to implementing the Living Wage and started a phased roll-out to affected staff in September of that year. As many of our lower paid workers are women, this will have a positive impact on gender pay parity.

Flexible working

- We value the importance of balancing the wellbeing of whānau and work commitments. Council has a strong flexible work policy (time and location) supported by our Flexible Working Guide for managers and staff. Managers are encouraged and coached to support staff to work flexibly wherever possible. We are monitoring the uptake of flexible working, and types of flexible working to understand better what our staff need.

- In November 2018, Council set targets for diverse representation at our enterprise leadership level (tier three and above) taking an intersectional lens of gender and ethnicity. Council’s executive leadership team has approved changes to our recruitment process to help achieve these targets.

- Council has committed to enable all roles in Council to be worked flexibly and we are trialing implementation pilots across the organization.

- In 2019, we are piloting He Ata – our Female Accelerated Leadership programme – to support emerging female executive leadership talent.

- We recently launched our Women’s Leadership Network to recognise and develop diverse talented women across the organisation.

- We are the first Council in New Zealand to receive both the YWCA Gender Tick accreditation and Rainbow Tick accreditation. Gender Tick assesses organisations across five key indicators: gender inclusive culture, flexibility
Appendix B
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and leave, women in leadership, gender pay equality and ensuring a safe workplace.

- Auckland Transport’s Women’s Network was established in March 2018 with the vision of confident women navigating their career with ease and purpose through professional development opportunities, advocacy and social connections.

Other

- Council has gender-sensitive policies about sexual harassment and a ‘Respect at Work Guide’. Council provides several avenues for staff to notify managers or others of sexual harassment through our ‘Speak Up guide’.

- Council goes beyond the legislated minimum requirements for parental leave through its Parental Leave Guide.

- Council provides special leave for victim/survivors of partner/domestic violence through its Discretionary Leave Guide. A domestic violence policy is in being created by the Employment Relations Team.

    July 2019 Update

- Council’s staff engagement survey includes questions focusing on inclusion. In 2018 and 2019, our inclusion scores were significantly higher than in 2016.

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<tr>
<th>CEDAW Article 12.</th>
<th>Health</th>
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- Council provides community facilities to support community health initiatives run by District Health Boards and other agencies. These include health checks; breast screening; breast feeding support groups and health child groups.

- Council’s recreational centres consider women’s particular cultural needs – for example three aquatic centres offer women’s only swimming sessions which supports Muslim women to participate.
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Council delivers the Ministry of Health Community Action on Youth and Drugs (CAYAD) programme, aiming to reduce harm for young people from alcohol and other drugs. This includes raising awareness of alcohol and drug harm during pregnancy and supporting young women, community leaders and families to lead harm reduction strategies.

CEDAW Article 12. | Economic and Social Benefits

Council has many work programmes that support women to participate in economic and social life in different ways. Some examples of these are set out below:

The Southern Initiative
- The Southern Initiative (TSI) is a place-based initiative in the Auckland Plan working with whānau, local social change agents, grassroots entrepreneurs, businesses, agencies and various organisations to explore, create and test new solutions to social and economic challenges. TSI’s priorities are shared prosperity, resilience and thriving children and whānau and empowering communities to unlock their own strengths and assets to design solutions to these challenges.

- The TSI has a strong focus on shared community prosperity and social entrepreneurship. The TSI team have led and created innovative social procurement programmes in south Auckland and are working with Council’s Procurement team to ensure consideration of social, cultural, economic and environmental outcomes when procuring on behalf of Auckland Council. This approach supports local employment and procurement approaches that support small local community driven solutions. In June 2018, the TSI hosted a Social Procurement conference – Creating Shared Prosperity Through Public Procurement – to share this practice with the NZ public sector.

Youth connections
- Council’s Youth Connections program provides innovative approaches to addressing youth employment, bringing together business, central government, young Aucklanders and other key stakeholders to develop solutions and pathways to get more young people into work. Youth Connections work readiness programs target young people furthest from the job market, with a focus on female, Maori and Pasifika young people.
Appendix B  
July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals

Particular effort is made to focus on Maori and Pasifika young women.

- The initiative has been a great for youth employment journey and is continuing to ensure Auckland employers see the benefits of taking on young people, particularly the innovation, diversity and energy they bring. The Youth Connections programme is moving to be part of the Southern Initiative (TSI) programme.

Social Procurement

- TSI is at the forefront of leading social procurement practice to create employment and enterprise opportunities for South and West Aucklanders. TSI has partnered with Auckland Transport (AT) on key collaborations including the Eastern Busway 1; a circa $100 million-dollar, two-year project which is part of the first stage of the Auckland Manukau Eastern Transport Initiative (AMETI).

- Using data and evidence on employment, TSI set the key performance indicators (KPIs) including targets for 30 per cent of the new recruits needing to be women, as well as aiming to close the gap between Māori and Pacific Peoples’ wages to the rest of Auckland. TSI set target for women’s participation for a number of reasons.

- Labour force participation for New Zealand women is 63% yet only 14% of employees in the construction industry are women. In a 2006 survey of young women in year 11-13 in secondary schools, 26% were interested in pursuing a career within the building and construction sector but this did not translate into workforce participation. It is estimated that women ‘on the tools’ could be as low as three per cent. There is a high degree of horizontal segregation, and gender patterns in the industry have remained, more or less, unchanged for many years.

Shared Prosperity & Youth Connections

- One of TSI’s key priorities is to see the socio-economic transformation of South and West Auckland through economic activity which is inclusive, just, circular and regenerative. To enable this inclusive economic model, TSI works to a vision for Auckland’s prosperity to be more equitably shared. Simply connecting workers to employment that is precarious, at risk of automation or only moves people from a position of being poor to ‘working poor’ is a false economy. TSI’s Shared Prosperity and Youth Connections programmes are designed to intentionally seek out the best
opportunities with the greatest potential for personal, whanau and community transformation. To this end, this year, TSI has created three new Employment Broker & Coach roles focused on working with young people and adults who are experiencing the highest levels of inequity in South and West Auckland.

- The Broker & Coaches are tasked with supporting people into quality employment. In the past six months the coaches have worked directly with 32 youth and adults. Of this group, 15 (or 47%) are women, and 9 of these women are now in quality employment, with one going into higher education and the remainder are continuing to be worked with.

- In addition to this, the Broker & Coaches are working with community partners to carry out employment brokering and coaching services to grow the expertise and capacity of these services in the community. Our community partners are working with 36 people, of whom 11 (or 30%) are women. Five of these women are now in quality employment and 1 has transitioned into higher education.

**UPTempo**

- TSI has established a prototype to help transition Māori and Pacific workers currently in low skilled, low paid jobs into jobs that are higher skilled, higher paid and in sustainable industries.

- UPTempo is a collaborative project between TSI, the Ministry of Business, Innovation and Employment (MBIE), employers and employees. UPTempo has a cohort of 25 people, including several women, who have been in the workforce for more than five years to understand the complex challenges associated with transition and develop innovative solutions to deal with them. The end goal is to increase earning potential and job security, reduce poverty-related stress and improve socio-economic outcomes for families.

**TSI’s Māori and Pasifika Trades Training consortium**

- The TSI team lead a consortium of private training establishments delivering the Māori and Pasifika Trades Training programme in construction, infrastructure and allied trades, funded by the Tertiary Education Commission. The Southern Initiative’s goal for its Māori and Pasifika Trades Training programme is 30% female participation, which is endorsed by the Ministry for Women. Last year, 27% of The Southern Initiative’s Māori and Pasifika Trades Training learners were women – the
highest in the country for non-traditional trades. The Ministry for Women advises that 30% is generally understood as the tipping point for female participation to be normalised in male dominated work spaces.

Te Haa o Manukau
- A new innovation hub and co-working space officially opened on 16 October, 2018 in the heart of the Manukau CBD. Te Haa o Manukau's establishment further positions South Auckland as the creative capital of Aotearoa, as Te Haa helps to grow entrepreneurial ventures and prepares young South Aucklanders to navigate the future of work. To operate the space and catalyse its potential, TSI has partnered with Ngahere Communities, a local social enterprise founded by a group of young Māori and Pacific creative entrepreneurs. Ngahere have the vision to grow Te Haa as an active and nurturing space for innovative Māori and Pacific businesses. One of the key initiatives run at Te Haa which targets female entrepreneurs has been the Hine Boss Māori Women business workshops which has run several events at Te Haa.

Kootuitui Trust collaboration project
- TSI collaborates with Kootuitui Trust to support a group, primarily women, in Papakura, to create solutions to the challenges they are facing in day to day living. This project is a unique peer-to-peer model aiming at empowering locals to improve housing conditions in Papakura in a practical way, while delivering positive social outcomes.

- By using a strength-based approach, the families involved experienced greater social connectedness, built a network of authentic and trusting relationships, learnt how to implement their innovative ideas and grew their self-confidence and basic DIY skills.

- The group also expanded knowledge of their tenancy rights, learnt budgeting skills and transferred what they learnt to whānau across the community. Many whānau now have warmer and drier homes. This model will continue to be developed and opportunities sought to scale it further.

Nuku
- TSI is supporting the social-impact storytelling project NUKU to create 100 profiles of Māori and indigenous women to change the perceptions of indigenous women and the way indigenous women perceive themselves. This work aims to empower indigenous women to be agents of change in their communities, sector and society.
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Auckland Tourism Events and Economic Development
- Auckland Tourism Events and Economic Development (ATEED) is a regional partner in Auckland’s Jobs and Skills Hubs network. Employment and progression opportunities for women is a priority for jobs and skills hubs. Over 150 women have been placed into employment through the hubs since 2017. Māori (37%) and Pasifika (36%) peoples comprise a large share of people employed through the hubs.

Small business support
- ATEED offers support to new business people via links to service providers specializing in training and supporting businesses and people, including the "Starting Off Right" programme and Local Area Business Advisors.

- ATEED support ethnically diverse and migrant-owned business owners, many of whom are women, in some town centres.

- GridAKL brings helps to grow innovative businesses and support entrepreneurial talent to enrich the wider innovation community for Auckland’s economic future.

- Council has the Business Improvements Districts programme and local board programmes which work to support migrant women in small businesses

WISE collective
- Council supports the WISE collective project, an initiative of the Belong Aotearoa and the Auckland Resettled Community Coalition. The WISE Project supports refugee background women to develop the necessary knowledge, skills, confidence and resources to start-up or contribute to activities for generating income for their families. More than 800 women have engaged with the WISE Collective Project since its inception from 18 different countries.

- The Migrant Women’s Mentoring programme develops the entrepreneurial skills of migrant women and supports the creation of small business entities. The program instils confidence in the women to turn ideas into business ventures. Five migrant women have registered companies and launched their own businesses.
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Auckland Transport

- Auckland Transport is conducting research on embracing gender equality in Auckland’s transport system. Women have significantly different travel needs and patterns to men, including higher safety concerns and more complicated travel patterns. Women tend to walk and use public transport more, but have less transport choice due to a myriad of safety and design issues.

Housing First

Auckland Council is a partner in the Housing First initiative, with government and other agencies.

This initiative has placed 964 people (512 adult participants and 452 children) into permanent homes across the Auckland region since March 2017. 50% of all adults housed are women.

International Education

- ATEED’s Study Auckland team work to position Auckland as a centre of excellence, attracting students who make a valuable contribution to Auckland as graduates and permanent residents and to create pathways into high-value jobs.

Engagement tracking

- Council consults and engages with Aucklanders frequently. Starting in FY19 we will measure the reach of our engagement practices by age, gender, ethnicity and compare this to Auckland’s demographic make-up. This will help us to identify gaps and areas for improvement.

Overall, the proportion of submissions from women in all of Council’s major consultations has increased every year since 2016, when demographic information began being recorded.

In general submissions on our major strategies (Annual Budget, 10 Year Budget, Auckland Plan, Local Board Plans) are fairly balanced in terms of gender. Over the past three years, the proportion for women submitters has ranged between 46% and 58% for these consultations.

Consultations on other strategies and bylaws have attracted a greater proportion of women submitters e.g.

- Notice of Motion to prohibit the sale of fireworks to the public (73%)
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- Public Safety and Nuisance Bylaw (68%)
- Dog Policy and Bylaw (68%)
- Waste Management and Minimisation Bylaw (67%)
- Regional Pest Management Plan (67%).

As part of Auckland Council’s commitment to becoming a leader in diversity and inclusion we are working to ensure that our consultation and engagement reaches all of Auckland’s diverse peoples. Through partnerships with trusted community groups we are seeing increasing engagement from communities that were previously under represented.

We have also experienced growth of submissions from people in the 25-44 and 45-64 age brackets and a reduction in the over 65 age group, which is broadly in line with the latest Auckland census data on age.

The table below shows the gender distribution, across all submitters, compared to census 2013 figures, as a percentage and as total numbers.

<table>
<thead>
<tr>
<th></th>
<th>Census 2013</th>
<th>Submissions 2016</th>
<th>Submissions 2017</th>
<th>Submissions 2018</th>
<th>Submissions 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>49%</td>
<td>52%</td>
<td>43%</td>
<td>43%</td>
<td>40%</td>
</tr>
<tr>
<td>Female</td>
<td>51%</td>
<td>48%</td>
<td>56%</td>
<td>56%</td>
<td>59%</td>
</tr>
<tr>
<td>Gender Diverse</td>
<td>unknown</td>
<td>0%</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Total</td>
<td>1,415,550</td>
<td>2,646</td>
<td>12,786</td>
<td>43,418</td>
<td>12,988</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Census 2013</th>
<th>Submissions 2016</th>
<th>Submissions 2017</th>
<th>Submissions 2018</th>
<th>Submissions 2019</th>
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<tbody>
<tr>
<td>Male</td>
<td>687,492</td>
<td>1,379</td>
<td>5,510</td>
<td>18,542</td>
<td>5,158</td>
</tr>
<tr>
<td>Female</td>
<td>728,058</td>
<td>1,284</td>
<td>7,222</td>
<td>24,528</td>
<td>7,710</td>
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<tr>
<td>Diverse</td>
<td>NA</td>
<td>3</td>
<td>54</td>
<td>348</td>
<td>120</td>
</tr>
<tr>
<td>Total</td>
<td>1,415,550</td>
<td>2,646</td>
<td>12,786</td>
<td>43,418</td>
<td>12,988</td>
</tr>
</tbody>
</table>
### Appendix B

**July 2019 - Summary of Auckland Council strategic commitments and work programmes that align with CEDAW goals**

<table>
<thead>
<tr>
<th>CEDAW Article 16.</th>
<th>Marriage and Family Life</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Council was a key partner in developing a multi sector action plan to prevent family, whanau and sexual violence. Following completion of the plan in 2015, Council worked with family violence sector agencies on a 3 year collective impact project, identifying preventative factors in communities. Central government agencies have incorporated this work into their family violence action plan led by the Ministry of Social Development.</td>
</tr>
<tr>
<td></td>
<td>Council has committed to ensuring we have processes and policies and training internally for staff who are victims of family and sexual violence. Council provides special leave for victim/survivors of partner/domestic violence through our Discretionary Leave provisions. Our ‘Respect at Work’ policy and ‘Speak Up’ guide supports staff to speak up about sexual and other harassment.</td>
</tr>
</tbody>
</table>
Forward work programme

Te take mō te pūrongo

Purpose of the report

1. To note progress on the forward work programme (Attachment A).

Ngā tūtohunga

Recommendation/s

That the Community Development and Safety Committee:

a) receive the forward work programme.

Ngā tāpirihanga

Attachments

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>A0</td>
<td>Forward work programme</td>
<td>47</td>
</tr>
</tbody>
</table>

Ngā kaihaina

Signatories

<table>
<thead>
<tr>
<th>Author</th>
<th>Sonya Inger - Governance Advisor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Authoriser</td>
<td>Ian Maxwell - Director Community Services</td>
</tr>
<tr>
<td>Month</td>
<td>Time and location</td>
</tr>
<tr>
<td>-------------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>21 February 2019</td>
<td>9.30am Level 26, Albert Street</td>
</tr>
<tr>
<td>21 March 2019</td>
<td>9.30am Level 26, Albert Street</td>
</tr>
<tr>
<td>18 April 2019</td>
<td>10.30am Western Springs Community Hall</td>
</tr>
<tr>
<td>16 May 2019</td>
<td>9.30am Level 26, 135 Albert Street, Auckland</td>
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<td>20 June 2019</td>
<td>10.00am Level 26, 135 Albert Street, Auckland</td>
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<td>9 July 2019</td>
<td>9.30am Town Hall Reception Lounge, Queen Street, Auckland</td>
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<tr>
<td>15 August 2019</td>
<td>9.30am Edinburgh Street, Auckland</td>
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<tr>
<td>19 September 2019</td>
<td>9.30am Level 26, 135 Albert Street, Auckland</td>
</tr>
</tbody>
</table>