

Date: Thursday 24 April 2025
Time: 9.30am
Meeting Room: Upper Harbour Local Board Office
Venue: 6-8 Munroe Lane
 Albany
 Auckland 0632 and Via Microsoft Teams

Upper Harbour Local Board

OPEN ATTACHMENTS

ATTACHMENTS UNDER SEPARATE COVER

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Note: The attachments contained within this document are for consideration and should not be construed as Council policy unless and until adopted. Should Councillors require further information relating to any reports, please contact the relevant manager, Chairperson or Deputy Chairperson.



Upper Harbour Ethnic Peoples Plan 2025 to 2030





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Message from the Upper Harbour Local Board

We are excited to share with you the draft Upper Harbour Ethnic Peoples Plan, our first comprehensive plan to support and empower our diverse ethnic communities in Upper Harbour.

The draft plan has been shaped through community engagement over the past year, through a number of interviews, community events, conversations and feedback.

We have used these insights to shape the following six focus areas:

Although the plan is aspirational and not intended to be an extensive list of projects we propose to deliver, we have identified some key objectives and initiatives within these focus areas that we aim to deliver in partnership with our communities and through our work programmes. The plan will help guide our investment in our annual budget processes ensuring that our efforts are targeted and impactful.

Your feedback is crucial to ensure the plan reflects the needs and aspirations of our community. We would love to hear your views on the draft plan.

Upper Harbour Local Board

- 1. Enhance belonging, participation, and access**
- 2. Celebrate cultural diversity and strengthen intercultural connections**
- 3. Support ethnic peoples' health and wellbeing**
- 4. Connect and empower ethnic community groups**
- 5. Improve economic outcomes and address barriers to employment**
- 6. Increase local climate resilience and sustainability.**



Development of the plan

The Upper Harbour Local Board Plan 2023 includes an initiative to develop the Upper Harbour Ethnic Peoples Plan. It is the first comprehensive plan for ethnic peoples in Upper Harbour, marking a significant milestone. The main goal of this plan is to implement systemic changes eventually integrating the considerations of ethnic peoples into future local board plans removing the need for a standalone strategic document.



A. Community-driven transformation

The planning process puts the voices of ethnic peoples at the centre. This approach builds their confidence in engaging with the local board and empowers them to participate.

The plan development process took place over a year and involved extensive community engagement, desk review, and analysis. A mixed-method approach was used for the engagement process, utilising both quantitative and qualitative tools, as illustrated in the visual below.





B. How engagement shaped Upper Harbour ethnic peoples plan

The stakeholder interviews and community conversations are organised to align with different sections of the plan. The visual below illustrates how community responses to various questions contribute to specific parts of the plan. While some responses were more relevant to specific sections, community voices influenced the entire plan and subsequent initiatives, as needed.





C. Strategic planning context

This Ethnic Peoples Plan closely aligns with the Upper Harbour Local Board Plan 2023. In developing the plan, we also reviewed 14 national and regional strategies and plans. This ensured that we had considered priorities and actions emerging from other engagement and planning processes that were relevant for ethnic peoples.

We examined the objectives and initiatives in all these plans and incorporated those that matched the themes from our community engagement with ethnic peoples in Upper Harbour.

The plan most closely contributes to the outcomes of the following seven plans:

- 1. Upper Harbour Local Board Plan 2023**
- 2. Auckland Plan 2050**
- 3. The Thriving Communities Ngā Momoho Hapori Strategy 2022-2032**
- 4. I Am Auckland - the Children and Young People's Strategic Action Plan**
- 5. Age-friendly Auckland Action Plan, 2022-2027**
- 6. Auckland's Climate Plan**
- 7. Ministry for Ethnic Communities Strategy, 2022**



Honouring Te Tiriti o Waitangi

The local board is committed to upholding the principles of our founding document, Te Tiriti o Waitangi. Ethnic peoples have expressed a desire to connect meaningfully with Māori culture and organisations. They appreciate and want to enrich indigenous Māori culture while reflecting and celebrating their diverse identities.

This plan includes actions that create educational opportunities to understand the importance of honouring Te Tiriti o Waitangi. It also supports ethnic community groups in building positive relationships with mana whenua and Kaupapa Māori organisations. These efforts are essential for fostering an inclusive and respectful community enriched by everyone's contributions.



Ethnic peoples in Upper Harbour

In New Zealand, ethnicity is self-defined, and people can identify with more than one ethnicity. The terms 'ethnic peoples' and 'ethnic communities' are used here to describe individuals and groups from a diverse range of ethnic backgrounds (other than Māori, Pasifika and New Zealand European). While 'ethnic peoples' refers to individuals from diverse ethnic identities, 'ethnic communities' focuses on these groups' collective and organised aspects within New Zealand.

The term 'ethnic communities' refers to ethnic people who identify with specific ethnic groups, e.g. Asian, African, Continental European, Latin American, and Middle Eastern. It emphasises the collective aspect of shared and unique cultural, linguistic or religious identity, highlighting the social structures and networks within the group.

According to the 2023 census, the total population of ethnic communities in Upper Harbour is 54.7%. This includes 45.5% Asians, 3.6% MELAA (Middle Eastern, Latin American, and African), and 5.6% Continental Europeans.

At the 2023 Census, Upper Harbour had a population of 76,959 usual residents, representing an increase of 14,118 people since the 2018 Census. This growth is the second highest among all local boards in Auckland. The most significant increase in this area between 2018 and 2023 was observed in the Asian ethnicities, which grew by 10,116 individuals, or a 40.7% increase. This also means that 71.6% of the total population growth in Upper Harbour was of people of Asian ethnicity.

The Chinese communities are the single largest population group within the Asian communities, with 26.6 % of the total population, followed by 7.1 % Korean and 5.4% Indian. Upper Harbour has the highest percentage of Korean residents among all local boards in Auckland.





The plan at a glance

This plan is an aspirational five-year strategic document that outlines the Upper Harbour Local Board's commitment to engage with ethnic peoples living, working and playing in the local board area. It describes their priorities and defines how these will be delivered and measured.

The plan has six broad focus areas, and the objectives outlined provide a specific direction. They are the goals that the local board seeks to achieve that are realistic (within the current financial environment), measurable, and relevant to their roles and responsibilities

An initiative is a programme of work designed to achieve defined objectives and bring intended outcomes to life. Initiatives are deliverable and meaningful, even though they do not always provide exact solutions.

The measures created in the plan focus on the outcomes achieved rather than just the services and activities delivered. What success looks like is defined within the context of the local board's role and what they want to achieve. Our measures of success are broad yet comprehensive, helping the local board and the community understand progress and shaping planning and investment. These success measures include quantitative (measurable) and qualitative (descriptive) factors. We will develop specific key performance indicators to provide more detailed and quantifiable measurement of results toward achieving the objectives.

The six focus areas are:

- 1. Enhance belonging, participation, and access**
- 2. Celebrate cultural diversity and strengthen intercultural connections**
- 3. Support ethnic peoples' health and wellbeing**
- 4. Connect and empower ethnic community groups**
- 5. Improve economic outcomes and address barriers to employment**
- 6. Increase local climate resilience and sustainability**





Plan Implementation



The local board owns this plan, which serves as a guiding strategic document. The plan's primary purpose is to establish a strategic direction and empower community-led initiatives.

The local board commits to setting strategic priorities through the annual work programme and financial investment that further the outcomes of this plan. It outlines initiatives that will be delivered both by council and by the community.

The local board intends to build a strong measuring and learning system to carry out the plan. Key performance indicators will be essential to this system and will help us measure our success. We have established key performance indicators linked to our success measures in each focus area, which will be attached to the final plan. These indicators guide us in being explicit and clear about our intended results, and we will further develop and refine them through discussions with agencies, specialists, and community members. Annual reporting will take place over the five-year duration of the strategic plan.

The local board commits to advocating to the governing body and central government agencies to progress the outcomes of this plan. This advocacy role is an important aspect of the local board's function, as outlined in the plan.

An Upper Harbour Ethnic Peoples Plan leadership group will be established to enhance the ongoing engagement with ethnic peoples and guide community-led initiatives. There will be a particular focus on young people and women who are less likely to be involved or represented in traditional leadership structures.

Working together with other local boards is essential for successfully implementing the plan. We will seek out opportunities to deliver initiatives across local board boundaries.



1. Enhance belonging, participation, and access

The local board is committed to adapting to the changing needs of the growing and diverse population. Our goal is to foster a sense of belonging, allowing individuals to take pride in their culture. This will ensure everyone has a voice in decisions that affect them, feels a sense of belonging, and can actively participate in society.

To achieve this, the local board will enhance communication and engagement with ethnic peoples and support them to maintain strong connections with their cultural, faith, and community groups. This focus will ensure that ethnic peoples have a democratic voice in decision-making and their civic engagement is enhanced.

The local board is committed to supporting equitable access to council services and improving access to community facilities and green spaces. Programmes will also be designed to better meet diverse communities' needs and promote greater digital access.



Challenges

Language barriers, cultural factors, and a lack of awareness about local board roles and responsibilities amongst some ethnic peoples may limit engagement.

There is often a lack of knowledge and understanding regarding New Zealand's democratic processes and a limited understanding of the process required to engage with local government.

Some ethnic peoples have limited access to information about council services, making it difficult to find venues and facilities and participate in programmes and activities.

Translation efforts and interpretation services which are essential for bridging language gaps and improving the accessibility of information and services are limited and underresourced.

Building on the existing formal and informal networks within ethnic peoples to enhance participation and access.

Increased participation can lead to the creation of new initiatives, innovative solutions, and a stronger sense of community ownership.

Libraries provide great opportunities and programmes. They are also networked across the region and provide access to resources in ethnic languages.

Ethnic communities' youth represent important voices, and the local board has an opportunity to hear more from them and enable diverse youth involvement in local decision-making.

Opportunities



Our Plan

What we want to achieve Objectives	What we commit to deliver Key initiatives	What success looks like
<p>Strengthen local board relationships, communication, and engagement with ethnic peoples.</p>	<p>Implement specific engagement and communication activities that align with the local board's engagement strategy</p> <p>Develop improved communication tools and practices, such as messaging in different languages and effectively utilising ethnic media and social media platforms popular among diverse communities, including WhatsApp, WeChat, KakaoTalk, and Facebook</p> <p>Increase participation of local board members at events hosted by ethnic peoples, including cultural, faith, and other gatherings</p> <p>Encourage and facilitate open dialogues with ethnic communities' youth by providing platforms and opportunities for meaningful conversations and growing ethnic youth leadership capability</p>	<p>Good relationships with ethnic peoples and improved communication and engagement</p> <p>The local board has a presence at ethnic peoples' programmes and events</p>
<p>Enable ethnic peoples to have a democratic voice and enable active civic participation</p>	<p>Actively encourage and support awareness of and participation in board meetings, allowing them to present their insights, perspectives, and concerns to the local board</p> <p>Support people with language barriers to have access and participate in local board and Auckland Council planning processes and programmes</p> <p>Create pathways to build capacity of ethnic communities and support more ethnic peoples into community governance roles</p>	<p>Local board plans and initiatives reflect the voices and perspectives from ethnic peoples</p> <p>Increased involvement from ethnic peoples is reflected in participation demographics, including consultations, community governance roles and local government elections</p>

