

**Date:** Thursday, 12 June 2025  
**Time:** 10.10am  
**Meeting Room:** Upper Harbour Local Board Office  
**Venue:** 6-8 Munroe Lane  
Albany  
Auckland 0632 and Via Microsoft Teams

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## Upper Harbour Local Board Workshop

### OPEN AGENDA

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#### MEMBERSHIP

**Chairperson**  
**Deputy Chairperson**  
**Members**

Anna Atkinson  
Uzra Casuri Balouch, JP  
Callum Blair  
John Mclean

Kyle Parker  
Sylvia Yang

**Max Wilde**  
**Democracy Advisor (Upper Harbour Local Board)**

**6 June 2025**

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## Agenda Items

### 1 Ngā Tamōtanga | Apologies

At the close of the agenda no apologies had been received.

### 2 Te Whakapuaki i te Whai Pānga | 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.

## Local Board Workshop

File No.: CP2025/01095

- Note 1: This workshop has been called by the chairperson in consultation with the staff.
- Note 2: No working party/workshop may reach any decision or adopt any resolution unless specifically delegated to do so.

### Te take mō te pūrongo Purpose of the report

1. To present the Upper Harbour Local Board workshop agenda for 12 June 2025

### Whakarāpopototanga matua Executive summary

2. Most workshops are open to the public to attend as observers in person or online.
3. Some sessions may not be open to the public. The staff decide which sessions are open to the public, depending on the sensitivity of the information being discussed. If a session is not open, a reason will be provided below.
4. Email [UpperHarbourlocalboard@aucklandcouncil.govt.nz](mailto:UpperHarbourlocalboard@aucklandcouncil.govt.nz) for a link to join the workshop online. The public can observe the workshop on via MS Teams.
5. Local Board workshops provide an opportunity for local boards to carry out their governance role in the following areas:
  - a) Accountability to the public
  - b) Engagement
  - c) Input to regional decision-making
  - d) Keeping informed
  - e) Local initiative / preparing for specific decisions
  - f) Oversight and monitoring
  - g) Setting direction / priorities / budget.
6. Workshops do not have decision-making authority.
7. Workshops are used to canvass issues, prepare local board members for upcoming decisions and to enable discussion between elected members and staff.
8. Members are respectfully reminded of their Code of Conduct obligations with respect to conflicts of interest and confidentiality.
9. The following will be covered in the workshop (times are approximate):

Break (1000 – 1010)	
Session 1 – (1010 – 1110)	
<b>The Asian Network Incorporated (TANI) – Consultation findings and finalisation of Ethnic Peoples Plan</b>	
Presenters:	<b>Jo Cocker</b> , Advisor, Community. <b>Vishal Rishi</b> , Director, TANI. <b>Nandita Mathur</b> , TANI <b>Monica Sharma</b> , Community Broker, Community

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Governance role:	Local initiative / preparing for specific decisions.
Proposed Outcome:	Define local board position and feedback.
Attachments:	<p>1 a) Upper Harbour Local Board - revised Ethnic Peoples Plan 2025 Memo.</p> <p>1 b) Attachment A Final text draft Upper Harbour Ethnic Peoples Plan 2025-2030 27052025.</p> <p>1 c) Attachment B Upper Harbour Ethnic Peoples Plan design draft.</p> <p>1 d) Attachment C Upper Harbour Ethnic Peoples Plan - proposed monitoring and learning process.</p> <p>1 e) Attachment D Community consultation insights - Strengthening the final UHEPP.</p> <p>1 f) Upper Harbour Local Board – Community Consultation findings and Final Ethnic Peoples Plan 2025 Presentation.</p>

**Session 2 – (1110 – 1155)**

**Sport and Recreation Facilities Plan**

Presenters:	<p><b>Mike Thompson</b>, Sport and Recreation Lead, Community.</p> <p><b>Nick Harris</b>, Sport and Recreation Team Leader, Community.</p>
Governance role:	Local initiative / preparing for specific decisions.
Proposed Outcomes:	<p>Define local board position and feedback.</p> <p>Receive update on progress.</p>
Attachments:	<p>2 a) Development of the Upper Harbour Sport and Active Recreation Facilities Plan Presentation.</p> <p>2 b) Development of the Upper Harbour Sport and Active Recreation Facilities Plan Memo.</p> <p>2 c) Attachment A to memo - Scope for development of the Upper Harbour Sport Active Recreation Facilities Plan.</p>

**Lunch (1155 – 1230)**

**Session 3 – (1230 – 1330)**

**Parks and Community Facilities**

- **Hooton Reserve – playground renewal HYS results and concept design**
- **Brigham's Creek Esplanade – enable public access**

Presenter:	<p><b>Prakash Thakur</b>, Work Programme Lead, Community.</p> <p><b>Sandra May</b>, Manager Area Operations, Community.</p> <p><b>Melissa Johnston</b>, Project Manager, Community.</p>
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Governance role:	Local initiative / preparing for specific decisions.
Proposed Outcome:	Define local board position and feedback.

Attachments:	3 a) Hooton Reserve - playground renewal Presentation - June 2025. 3 b) Brighams Esplanade - Enable public access (Dale Road) Presentation - June 2025.
<b>Session 4 – (1330 – 1415)</b>	
<b>Hooton Reserve – Future carpark management</b>	
Presenter:	<b>Sandra May</b> , Manager Area Operations, Community. <b>Zee Lasseter</b> , Business Growth and Development Manager, Community.
Governance role:	Setting direction / priorities / budget.
Proposed Outcome:	Define local board position and feedback.
Attachment:	4 a) Hooton Reserve car park – options for improved parking management presentation.

## Ngā tāpirihanga Attachments

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<a href="#">C</a>	1 c) Attachment B Upper Harbour Ethnic Peoples Plan design draft.	33
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## Memorandum

5 June 2025

**To:** Upper Harbour Local Board

**Subject:** Upper Harbour Ethnic Peoples Plan 2025-2030: Final draft feedback

**From:** Jo Cocker

**Contact information:** Jo.cocker@aucklandcouncil.govt.nz

## Purpose

1. To update the Upper Harbour Local Board on the outcomes of community consultation for the draft Upper Harbour Ethnic Peoples Plan including insights and proposed changes.
2. To seek feedback on the draft Upper Harbour Ethnic Peoples Plan.

## Summary

3. This workshop provides the local board with a comprehensive update on the progress of the Upper Harbour Ethnic Peoples Plan, ensuring alignment with board priorities and strategic objectives.
4. Following the business meeting on the 24 April 2025, the local board gave permission for the draft plan to move into the community consultation phase.
5. This workshop will update the board on this outcome of this phase and will cover key aspects, including the community consultation process undertaken, key insights from the consultation feedback, and how these have been accommodated into the final draft plan.
6. Ahead of the workshop, members will receive a draft copy of the final plan and an overview of the proposed monitoring and learning process. The monitoring and learning process will not form part of the final plan and is presented to the local board for reference only. This is a supporting document which will help frame future reporting on the Upper Harbour Ethnic Peoples Plan delivery and impact.
7. A key focus of the workshop is to provide elected members with an opportunity to review and offer input on the final draft plan, ensuring a well-informed, community-driven plan that reflects the diversity of Upper Harbour while aligning with local board priorities, council strategies, and the expectations of elected members. This will help strengthen its strategic direction, enhance community trust, support successful implementation.

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## Context

### Upper Harbour Ethnic Peoples Plan (UHEPP) Development

8. The Upper Harbour Ethnic Peoples Plan (UHEPP) is a strategic initiative designed to address the diverse needs and aspirations of ethnic people and support ethnic communities in the Upper Harbour Local Board (UHLB) area.
9. Developed over several months through extensive engagement, research, and analysis, the plan follows key phases:
  - pre-community engagement (July 2024 – February 2025)
  - desk review and strategic considerations (November 2024 – January 2025)
  - draft plan development (January 2025 – April 2025)
  - community workshops (May 2025)

- final adoption by the Upper Harbour Local Board (June 2025).
10. Extensive community consultation has been conducted through six community conversations in May 2025 across Upper Harbour. These consultations aimed to introduce the plan to the community and seek feedback on the priorities, objectives and initiatives set out in within it. Over 150 people attended these sessions.
  11. A summary of the community consultation is provided in this memorandum, and has been integrated into the draft plan (attachment D).
  12. The Upper Harbour Local Board has indicated the plan needs to include reporting processes to support monitoring and evaluation practices and enable reflection and learning whilst implementing the Upper Harbour Ethnic Peoples Plan. An overview of the proposed monitoring and learning process is attached to this memo (attachment C). This will not be included in the final plan.
  13. Staff are seeking feedback from the local board on the written and visual content of the Upper Harbour Ethnic Peoples Plan 2025-2030 before adoption in July 2025 (attachment A and attachment B).

## Discussion

### Community Consultation and draft plan revision

14. Throughout May 2025, seven community conversations were held across the Upper Harbour local board area in collaboration with local community stakeholders. Over 200 people attended these events including several elected members.
15. During the development of the initial draft plan, 48 key themes were identified from the community engagement insights. Following analysis of the formal community consultation feedback undertaken in May 2025, several additional expansions on these themes emerged which referred to as 'emphasis points' which built on earlier insights and aligned with previously identified priorities, offering new emphasis and perspectives and adding depth to the plan.
16. Additionally, there is feedback related to priorities that will be considered during the plan's implementation. The areas the feedback influenced encompass:
  - **Community Connection & Inclusion:** Greater recognition of smaller ethnic communities, interfaith dialogue, and celebration of cultural events like Race Relations Day.
  - **Language & Communication:** Improved access to translated information across local and central government services, and expanded English learning opportunities through classes, networking, and volunteering.
  - **Access to Services & Information:** Clearer information on government functions and improved digital literacy, particularly for seniors.
  - **Spaces & Infrastructure:** Increased access to community venues, subsidies for hiring spaces, and investment in infrastructure such as libraries and event facilities.
  - **Empowerment & Wellbeing:** More support for women's health and empowerment initiatives.
  - **Funding & Support:** Small grants for unregistered groups and better support for employment and business development, including partnerships with Business North Harbour and entrepreneurship support.
  - **Education & Awareness:** More waste management education and stronger acknowledgement of racism as a persistent issue needing action.



17. Sixteen key emphasis points emerged through the community consultation all relating to existing themes that emerged during consultations. These points have refined the plan and introduced a few new elements. This has resulted in:
  - the rephrasing an objective and an initiative
  - introducing five new initiatives and four opportunities
  - revising one existing measure
  - incorporating two new measures
  - acknowledging three new challenges
  - introducing two new advocacy commitments.
18. The 16 emphasis points and all changes are listed in the attachment D and tracked as changes in attachment A.

### Next steps

19. The delivery organisation (The Asian Network Incorporated – TANI) will present to elected members on outcome of the community consultation. This will include a summary of the feedback received and the priorities identified by the community for implementation in the first year.
20. They will also be presented with the final text draft of the Upper Harbour Ethnic Peoples Plan 2025-2030 including a tracked changes for the additional proposed changes to the draft plan. TANI will also present a selection of photographic images selected for inclusion in the final design of the plan.
21. Feedback from elected members will be sought on the final draft and alongside sign off on the proposed images to be included in the final design of the plan.
22. Any feedback on language and editorial content is kindly requested to be provided after the workshop through the Specialist Advisor.
23. The timetable for the next stages is as follows:
  - 12 June 2025: UHLB workshop where TANI will present the community consultation findings and the final version of the Upper Harbour Ethnic Peoples Plan 2025-2030. Elected members will be asked to provide further feedback at this stage.
  - 24 July 2025: UHLB Business Meeting to sign off the final version of the Upper Harbour Ethnic Peoples Plan 2025-2030.
  - August 2025: The official launch of the Upper Harbour Ethnic Peoples Plan 2025-2030 and official establishment of the leadership group.

### Attachments

- Attachment A: Final text draft Upper Harbour Ethnic Peoples Plan 2025-2030
- Attachment B: Upper Harbour Ethnic Peoples Plan design draft\_v7
- Attachment C: Upper Harbour Ethnic Peoples Plan: proposed monitoring and learning process
- Attachment D: Community consultation insights - Strengthening the final UHEPP



~~Draft~~ Upper Harbour  
**Ethnic Peoples Plan**  
**2025 to 2030**

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Message from the Upper Harbour Local Board

(Insert photo)

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Attachment B

## 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.

### 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. Community engagement started with discussions to shape and develop the plan, followed by a comprehensive consultation to gather feedback on the draft plan. A mixed-method approach was used for the engagement process, utilising both quantitative and qualitative tools, as illustrated in the visual below.

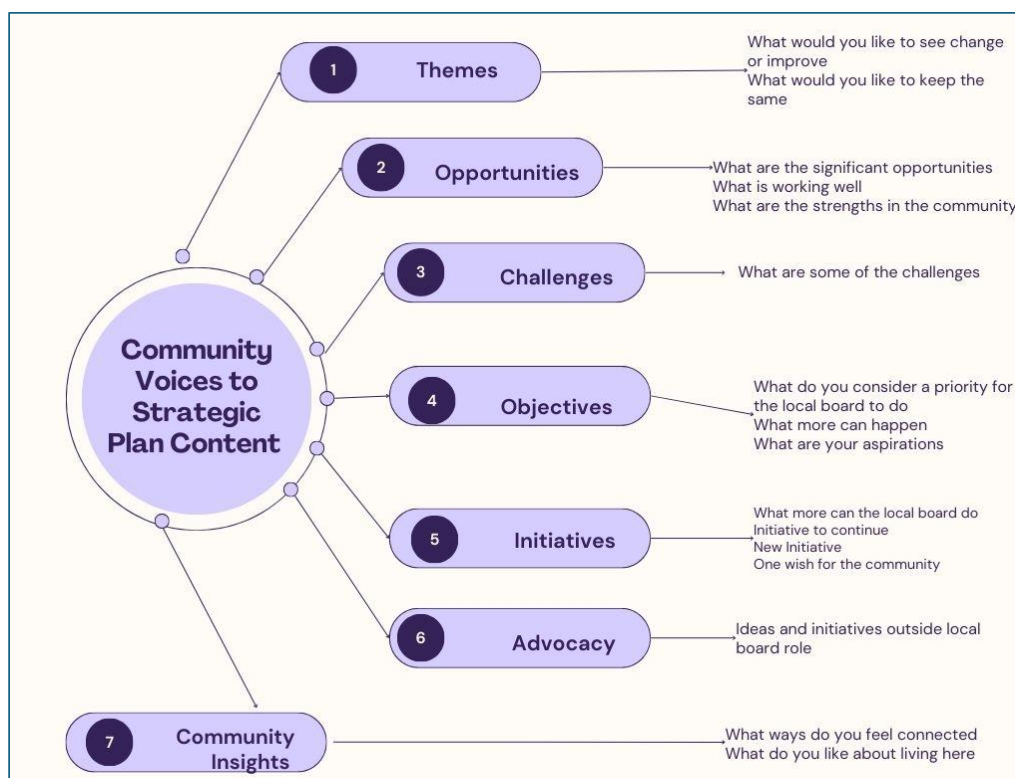


Change Text in visual section Community Conversations- Initial community conversations at events and hubs to shape and develop plan. Followed by further conversations to gather feedback on the draft plan.

### 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.

Included for information purposes see design draft for the final visual



### 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 ~~are have establishing established~~ key performance indicators linked to our success measures in each focus area, which will ~~support plan implementation, 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.

If needs for language support and translation services are not met, it will impact accessibility of government services.

### Opportunities

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

Make existing council facilities more welcoming for ethnic communities.

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.

### Our Plan

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like
Strengthen local board relationships, communication, and engagement with ethnic peoples.	Implement specific engagement and communication activities that align with the local board's engagement strategy  Develop improved communication tools and practices, such as messaging in different languages and effectively utilising ethnic media and social media platforms popular among	Good relationships with ethnic peoples and improved communication and engagement

	<p>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>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>
<p>Foster a sense of belonging for ethnic peoples, where they can take pride in their culture and ethnic identities.</p>	<p>Provide resources for activities and events that promote a sense of identity and belonging</p> <p>Scope the potential for initiatives that utilise the Welcoming Communities framework to support and connect new settlers in Upper Harbour, fostering a sense of belonging and enabling participation</p>	<p>Ethnic peoples take pride in their culture and ethnic identities</p> <p>New settlers feel a sense of belonging</p>
<p>Enable greater digital access through increasing digital literacy and access to affordable digital technologies and connectivity</p>	<p>Identify gaps in digital literacy and access for ethnic peoples</p> <p>Strengthen and further partnerships to deliver tailored support and increase access.</p>	<p>Enhanced digital literacy amongst ethnic peoples</p>

Ensure that council services, facilities, and public spaces are inclusive, accessible, welcoming, and culturally appropriate	Increase the opportunity for ethnic peoples to celebrate their culture in the art and design of public infrastructure and spaces	<p>Ethnic peoples have better access to community venues and facilities, including parks and green spaces</p> <p>Ethnic peoples have increased participation in community hubs and programmes</p>
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### Advocacy

Advocate to Auckland Council for more investment in communication with ethnic media and community channels on the role of local government and better engagement in all local and regional consultations.

Advocate to the central government to improve access to information about its various departments and services.

Advocate to governing body and central government agencies for increased support for ethnic peoples to retain access to their mother tongue and access to translated documents and interpretation support.

Advocate to appropriate agencies for increase in support and access to resource that enable digital equity.

Advocate to appropriate agencies for sufficient resources to enable libraries to respond to diversity in the community and enhance the availability of community language resources.

Advocate to Auckland Libraries for sufficient resources ~~to libraries~~ to respond to diversity in the community and enhance the availability of community language resources.

## 2. Celebrate cultural diversity and strengthen intercultural connections

The ethnic people of Upper Harbour who participated in the engagement process expressed that the local board could do more to celebrate diversity and foster intercultural connections. They shared that, at present, they feel a stronger connection with others from their own ethnic backgrounds rather than with the wider community.

The local board has set a goal to create an inclusive and connected community. It is committed to supporting ethnic people in the area to strengthen their connection to Upper Harbour. It is essential to continue nurturing and supporting the diverse identities within the community, ensuring that all ethnic groups feel involved and connected.

The local board will also create opportunities for people of different ages and cultures to connect and foster intercultural understanding. The aim is to create an environment where all cultures are celebrated, every resident is valued and embraced, and communities thrive together.

### Challenges

Ethnicities with smaller populations, such as African, Cambodian, Thai, and Sri Lankan, have fewer events and activities available to share and celebrate their rich heritage.

There is limited connectivity at the neighbourhood level due to the lack of community events and locality opportunities.

Building strong connections among diverse groups, fostering cultural exchanges, and facilitating interculturalism can be complex.

Rapid population growth presents challenges to social connectivity within communities.

### Opportunities

Existing events and activities, including cultural events, welcoming evenings, and cultural events.

High-quality facilities, such as stadiums and community hubs, help promote inclusivity and collaboration among diverse groups, contributing to the overall quality of life in the area.

Leverage the established relationships between ethnic peoples and local schools to foster connection and intercultural understanding.

Fostering positive race relations and understanding the experiences of those impacted by racial discrimination.

Communities have a growing interest in different cultures, foods, practices, and languages.

### Our Plan

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like
Invest in strengthening ethnic peoples understanding of Te Tiriti and Māori Tikanga	Provide opportunities and access for ethnic peoples to strengthen their understanding of Te Tiriti, equipping them to value and embrace Māori customs (Tikanga), the Māori worldview (Te Ao Māori), and Māori knowledge (Mātauranga Māori)	Increased understanding among ethnic peoples of Te Tiriti and Māori Tikanga
Provide local iwi and Kaupapa Māori organisations opportunities to build	Support and resource actions for local iwi and ethnic communities to strengthen relationships	Ethnic peoples and Māori have strong and

relationships with ethnic community groups		flourishing relationships
Enable more opportunities to celebrate and raise awareness of the art and cultures of our diverse ethnic peoples	Increased support for community-led ethnic art and cultural events and programming across facilities in Upper Harbour	The local board actively supports local ethnic peoples' art and culture
Strengthen intercultural <u>and interfaith</u> connections to build more resilient and cohesive communities	Develop intercultural connections through placemaking initiatives  <u>Support initiatives for meaningful connections through interfaith events and dialogues</u>	All cultures <u>and faiths</u> are recognised, respected and understood, and inter-cultural respect and connections exist  Upper Harbour communities embrace and celebrate our diversity
Work with local communities to build stronger connections at the street and neighbourhood levels, which will create connectivity and social cohesion	Support local spaces, initiatives, and events that build community networks and connections across diverse communities, including safety/crime prevention and neighbourhood/street initiatives	There is an increase in the number of neighbourhood-based events and activities that bring together diverse groups

#### Advocacy

Advocate to governing body and central government agencies to enhance resources for intercultural connections and promoting social cohesion at the local level.

Advocate to Auckland Transport to support driver training in intercultural awareness and managing racist behaviour

### 3. Support ethnic peoples' health and wellbeing

During community engagement discussions, issues such as poverty and inability to meet necessities, including access to food and affordable housing, did not emerge. However, subtle and less well-understood pockets of social needs do exist.

There were concerns about access to better health services, as well as isolation and mental health, especially of the growing older population. Older adults were explicitly mentioned as experiencing loneliness and isolation, which negatively impacts their self-esteem and overall wellbeing. The local board will need to understand these disparities within the community further to fulfil the commitment to investment and serve those in greatest need.

Despite a generally positive perception of safety within Upper Harbour compared to other parts of Auckland, participants did express concerns about the stigma that accompanies being part of a minority ethnic group. Instances of feeling unwelcome or marginalised were mentioned, highlighting the complex interplay between health and wellbeing and social inclusivity in Upper Harbour.

### Challenges

Ethnic-specific senior services are primarily concentrated in central Auckland.

In Upper Harbour, 18% or 1863 older residents [i.e., those 65yrs and over] cannot speak English (Census 2023)

There are wellbeing challenges and inequities that are not well understood, along with insufficient investment.

### Opportunities

The local board's proximity to its communities and presence in understanding the ethnic communities' social determinants of health and wellbeing are significant assets.

Ethnic peoples see their neighbourhoods as safe and family friendly.

### Our Plan

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like
Support ethnic peoples in building resilience and preparedness for emergencies and climate-induced events	Support ethnic peoples in implementing strategies to build resilience, including tailored local planning to help communities and households feel safer and better prepared to respond to emergencies and the impacts of climate change  Assist in connecting ethnic community groups with relevant local organisations and regional agencies to enhance emergency preparedness and response to localised climate events and emergencies	Ethnic peoples are informed and supported to build resilience and preparedness  Ethnic peoples feel safer and better prepared and are supported during emergencies
Enhance social participation for older people from ethnic	Support activities that are culturally and linguistically	Older people from ethnic communities are connected

communities to reduce loneliness and isolation	<p>appropriate and helps them create bonds within their ethnic groups.</p> <p>Facilitate programmes and initiatives, such as <u>digital literacy</u>, intergenerational and intercultural events that enable older people from ethnic communities to <u>stay connected connect with others</u>.</p> <p>Invest in programmes and activities that enhance access for older people from ethnic communities to utilise Auckland Council facilities and spaces</p>	with others as well as participate in culturally and linguistically appropriate activities
Support better use of parks, open spaces, sports, and recreation to enhance the physical activity, health, and wellbeing of ethnic peoples	<p>Support opportunities for ethnic peoples to participate in sport, recreation, and physical activity in the local board area</p> <p>Support gender equity in the participation of ethnic peoples in sports, recreation, and physical activities</p>	<p>Ethnic peoples are active and fully participate in sports, <del>and</del> recreation and physical activity</p> <p><u>There is gender equity in the participation of ethnic peoples in sports, recreation and physical activities</u></p>
Ensure public places reflect and feel safe for ethnic peoples	Involve ethnic peoples in placemaking and community safety projects and activities	Ethnic peoples continue to feel safe in public spaces

### Advocacy

Advocate to Auckland Emergency Management to enhance awareness amongst ethnic communities and businesses about emergency preparedness and resilience-building.

## 4. Connect and empower ethnic community groups

A key aspiration for grassroots ethnic community groups is to have sufficient resources and funding to implement their objectives. Feedback from the community engagement process emphasised the importance of fair and equitable access to funding. Additionally, there was a strong focus during community engagement on leadership development. It was seen as critical to encourage community leaders to collaborate beyond their own organisation and networks to foster more effective partnerships.

The landscape of ethnic voluntary and community groups in Upper Harbour is evolving. Providing opportunities for these groups to come together, network, and share knowledge is crucial. Fostering connections between emerging ethnic voluntary and community groups and more established organisations will help support a dynamic and thriving sector, allowing smaller groups to thrive while maintaining their diverse identities.

Furthermore, it is essential to provide support and funding for community-led initiatives that enhance the capabilities of these groups and empower them to succeed, which will be central to the successful implementation of this plan.

### Challenges

Ethnic groups often face significant challenges due to insufficient funding, exacerbated by competition for limited resources.

Office and community spaces are often unavailable, and community leaders lack access to affordable work and collaboration spaces.

Cost of community centre hire can be a significant barrier for ethnic peoples to organise events.

English as a second language is a barrier for some groups, making the application process more difficult.

### Opportunities

Make the Upper Harbour Ethnic Peoples Plan widely available in the community to foster a sense of ownership over the plan.

Make funding models more transparent and accessible so that community members can easily understand and navigate the process.

Identify external funding opportunities for community-led development from philanthropic organisations and central government agencies, such as the Department of Internal Affairs.

The cultural and faith-based volunteer and community sectors are engaged and eager to participate and be better connected with mainstream groups and organisations.

Community organisations are critical in providing essential information and skills to newcomers in their own languages.

### Our Plan

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like
Work with ethnic community groups to implement the Upper Harbour Ethnic Peoples Plan	Allocate resources to support the Upper Harbour Ethnic Peoples Plan Leadership group to enhance participation with ethnic peoples' guide, and champion the implementation of this plan	Positive collaboration between the local board and ethnic peoples in implementing the plan  Ethnic community groups are adequately resourced to deliver on the objectives of this plan

Enable innovation and facilitate partnerships to increase equitable outcomes	<p>Work with ethnic groups to understand their challenges and aspirations and build their capability to influence the design and delivery of services</p> <p>Support the development of ethnic leadership, with emphasis on youth and women, to foster inclusive and equitable leadership</p> <p><a href="#">Create a small grant fund to support ethnic community and voluntary groups to deliver grassroot initiatives and events</a></p> <p><a href="#">Support ethnic community and voluntary groups to access community venues e.g. rental subsidies</a></p>	Strengthen diverse governance, promote civic participation, and empower community members with the skills needed to drive and implement community-led transformation
Build capacity and support for community groups to increase funding and resources	<p>Support ethnic community groups in building their capability to apply for funding sources and strengthen evaluation and reporting skills</p> <p>Assist ethnic community groups in accessing funding opportunities beyond the local board's scope, including access to translation support</p>	<p>Groups have access to resources that increase their funding opportunities</p> <p>Ethnic community groups have access to training and translation support</p>

### Advocacy

Advocate [to appropriate agencies](#) for stable and predictable funding mechanisms to support ongoing community initiatives.

Advocate [to appropriate agencies](#) for enhanced transparency and accessibility of grant, funding models, making it easier for community members to understand and navigate the process.

## 5. Improve economic outcomes and address barriers to employment

Ethnic peoples play a significant role in the growth and development of Upper Harbour. The local board aims to recognise their contributions and provide additional support to enhance

local ethnic businesses and communities, contributing to their goal of building a thriving, resilient, and sustainable economy.

Ethnic peoples have expressed barriers when accessing meaningful work and quality employment opportunities that match their skills, even if they were born and educated in New Zealand. They often encounter challenges in advancing their careers and cannot fully express their identities at work. We acknowledge the difficulties they frequently experience.

The ethnic peoples have requested the local board assist in strengthening their employment and business networks. They have also raised concerns regarding distance, the lack of transportation options for commuting to the city and across Auckland, and the insufficient availability of local employment opportunities that could reduce the need to travel.

### Challenges

Facilitating the creation of quality jobs for individuals seeking employment and facing barriers.

Ethnic peoples shared that the area lacks efficient transport connections, both within the local board area and with the rest of the city.

There is a growing incidence of exploitation among migrant workers, and finding ways to tackle this issue is not straightforward.

Ethnic communities' businesses faced considerable challenges during COVID-19 and continue to struggle, and they need more support to thrive.

Underemployment is a significant challenge for ethnic peoples, resulting in unfulfilled aspirations and missed opportunities within the society.

### Opportunities

Local markets are important avenues for ethnic peoples to build their financial capacity.

Ethnic peoples have business acumen and entrepreneurial potential that can drive innovation and economic growth.

Look at innovative ways to provide more support for ethnic social enterprises and business innovation.

Ethnic-specific businesses, especially food businesses, are emerging, reflecting a welcoming, diverse environment and facilitating intercultural inclusion.

Increased cultural sensitivity and inclusion from local businesses, such as offering promotions and discounts during major cultural holidays celebrated by ethnic communities (e.g., Eid, Lunar New Year).

### Our Plan

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like
Facilitate access to long-term, high-quality employment opportunities	Facilitate discussions and gather insights to understand better the	Barriers to employment for ethnic peoples are

Item 3

Attachment B

for people experiencing barriers to employment and increase focus on reducing migrant exploitation	<p>barriers to employment for ethnic peoples in the local board area</p> <p>Identify initiatives to support ethnic peoples' employment readiness and strengthen their employment networks</p> <p>Promote initiatives, programmes and internships that provide business mentoring and work experience for ethnic peoples focusing particularly on youth and women</p>	<p>addressed through innovative approaches</p> <p><a href="#">Increase in focus on barriers of employment for partners on secondary visa, women trying to return to workforce</a></p>
Facilitate increased support and collaboration with small and medium size ethnic local businesses	<p>Support business organisations and networks to enhance diverse membership participation of ethnic businesses</p> <p>Support the establishment of ethnic business network(s) to strengthen connection and collaboration between and across ethnic businesses</p> <p><a href="#">Increase opportunities for local ethnic businesses to drive innovation, support employment, and contribute to a thriving local economy</a></p>	<p>Ethnic small and medium enterprises thrive in the local board area and are supported to reach their potential</p>

### Advocacy

Advocate to Auckland Council for innovative, sustainable ethnic events and activities that deliver local economic benefits, cater to local participation, and increase the number of visitors to the area.

Advocate to Auckland Council for local social procurement practices that consider ethnic peoples.

Advocate to social enterprise organisations to support capability development focused on aspiring ethnic communities' entrepreneurs.

## 6. Support to increase local climate resilience and sustainability

In the conversations with ethnic peoples, they expressed a deep appreciation for the natural environment but seemed to have limited knowledge and pathways on how to contribute meaningfully to its protection using the skills they have to offer.

It is crucial to work with ethnic peoples and invest in their involvement in efforts to protect the natural environment, improve water quality, and combat climate change. The local board aims to ensure these communities are recognised as integral to their mission of supporting sustainable living, responding to climate change, and valuing kaitiakitanga (guardianship).

There is a commitment to partner with them to encourage the adoption of low-carbon behaviours that will reduce emissions and climate impacts. This collaboration will help decrease our carbon footprint while fostering community resilience and sustainability.

### Challenges

There is a low level of awareness and involvement of ethnic peoples in the current climate action initiatives by the local board and Auckland Council.

In the survey conducted with ethnic peoples, 63% of participants were unaware that Auckland Council declared a climate emergency and adopted Auckland's climate plan, Te Tāruke ā Tāwhiri, in 2020.

More focus is needed to engage with ethnic peoples, create opportunities, and support them in making changes to live more sustainably.

### Opportunities

Ethnic peoples love the natural environment in which they live and are keen to be more involved in enhancing and protecting it.

### Our Plan

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like
Facilitate participation of ethnic peoples in developing innovative local solutions to climate change challenges	<p>Increase incentives and mechanisms to support and enhance ethnic peoples' participation in environmental action</p> <p>Support local environmental organisations and groups to increase the ethnic diversity of volunteers and strengthen engagement with our ethnic peoples to increase their awareness of and involvement in local environmental projects</p>	<p>Increased participation of ethnic peoples in local environmental groups</p> <p>Increase awareness of our climate goals among ethnic peoples</p>
Support delivery of local projects which empower	Support initiatives that educate and actively involve ethnic peoples, and	Climate change resilience, sustainability

ethnic peoples and groups to increase the uptake of low carbon behaviours and become climate resilient	businesses in reducing their carbon footprint, living more sustainably, and promoting a zero-waste circular economy  <u>Focus on increasing community education and knowledge of rubbish, recycling, and food scrap bins</u>	initiatives, and effective education are accessible to ethnic peoples  Ethnic peoples empowered to lead environmental action  Ethnic businesses are supported to create sustainable practices and are resilient to the impacts of climate change
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**Advocacy**

Advocate to environmental groups to consider the demographics of the communities they work in and to proactively recruit from ethnic peoples into their group’s governance and membership.

Advocate to the Governing Body of Auckland Council to increase engagement with ethnic peoples to raise their awareness and involvement in environmental activities and climate change action.

### Annexure 1- Percentage ethnic communities as proportion of total Upper Harbour population

	2023 Census
Asian	<b>45.5%</b>
Filipino	2.6%
Cambodian	0.3%
Vietnamese	0.4%
Other Southeast Asian	1.0%
Chinese	26.6%
Indian	5.4%
Sri Lankan	0.7%
Japanese	0.6%
Korean	7.1%
Other Asian	0.8%

	2023 Census
MELAA	<b>3.6%</b>
Middle Eastern	2.2%
Latin American	1.0%
African	0.4%
<b>Continental European</b>	<b>5.6%</b>
Dutch	0.4%
Greek	0.0%
Polish	0.1%
South Slav	0.3%
Italian	0.1%
German	0.3%
Other European	4.4%

### Annexure 2-Population percentage for Asian and MELAA communities in the suburbs across Upper Harbour

	Asian	MELAA
Albany Central	56.9%	5.1%
Albany Heights	53.3%	4.1%
Albany South	49.2%	4.1%
Albany West	47.1%	3.1%
Fairview Heights	60.2%	4.2%
Greenhithe East	44.5%	3.8%
Greenhithe South	40.1%	2.1%
Greenhithe West	19.6%	1.4%
Hobsonville	39.6%	2.5%
Hobsonville Point		
Catalina Bay	26.2%	4.1%
Hobsonville Point Park	38.5%	4.3%
Hobsonville Scott Point	60.9%	2.8%
North Harbour	31.7%	3.7%

	Asian	MELAA
Oteha East	51.0%	4.7%
Oteha West	78.1%	2.6%
Pāremoremo East	14.0%	1.4%
Pinehill North	73.9%	2.2%
Pinehill South	79.0%	2.9%
Schnapper Rock	55.2%	3.4%
Unsworth Heights East	42.7%	6.9%
Unsworth Heights West	46.4%	12.2%
West Harbour		
Clearwater Cove	35.1%	2.7%
West Harbour Luckens Point	44.4%	1.7%
Whenuapai	26.4%	2.3%
Windsor Park	49.9%	2.5%






# 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**

**Strengthen local board relationships, communication, and engagement with ethnic peoples.**

**Enable ethnic peoples to have a democratic voice and enable active civic participation**

### What we commit to deliver **Key initiatives**

Implement specific engagement and communication activities that align with the local board's engagement strategy

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

Increase participation of local board members at events hosted by ethnic peoples, including cultural, faith, and other gatherings

Encourage and facilitate open dialogues with ethnic communities' youth by providing platforms and opportunities for meaningful conversations and growing ethnic youth leadership capability

Actively encourage and support awareness of and participation in board meetings, allowing them to present their insights, perspectives, and concerns to the local board

Support people with language barriers to have access and participate in local board and Auckland Council planning processes and programmes

Create pathways to build capacity of ethnic communities and support more ethnic peoples into community governance roles

### What success looks like

**Good relationships with ethnic peoples and improved communication and engagement**

**The local board has a presence at ethnic peoples' programmes and events**

**Local board plans and initiatives reflect the voices and perspectives from ethnic peoples**

**Increased involvement from ethnic peoples is reflected in participation demographics, including consultations, community governance roles and local government elections**

<b>Foster a sense of belonging for ethnic peoples, where they can take pride in their culture and ethnic identities.</b>	Provide resources for activities and events that promote a sense of identity and belonging	<b>Ethnic peoples take pride in their culture and ethnic identities</b>
	Scope the potential for initiatives that utilise the Welcoming Communities framework to support and connect new settlers in Upper Harbour, fostering a sense of belonging and enabling participation	<b>New settlers feel a sense of belonging</b>
<b>Enable greater digital access through increasing digital literacy and access to affordable digital technologies and connectivity</b>	Identify gaps in digital literacy and access for ethnic peoples	<b>Enhanced digital literacy amongst ethnic peoples</b>
	Strengthen and further partnerships to deliver tailored support and increase access.	
<b>Ensure that council services, facilities, and public spaces are inclusive, accessible, welcoming, and culturally appropriate</b>	Increase the opportunity for ethnic peoples to celebrate their culture in the art and design of public infrastructure and spaces	<b>Ethnic peoples have better access to community venues and facilities, including parks and green spaces</b>
		<b>Ethnic peoples have increased participation in community hubs and programmes</b>

## Advocacy



Advocate to Auckland Council for more investment in communication with ethnic media and community channels on the role of local government and better engagement in all local and regional consultations.

Advocate to governing body and central government agencies for increased support for ethnic peoples to retain access to their mother tongue and access to translated documents and interpretation support.

Advocate for increase in support and access to resource that enable digital equity.

Advocate for sufficient resources to libraries to respond to diversity in the community and enhance the availability of community language resources.









































































































































































































































