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Hon Priyanca Radhakrishnan,
Minister for Diversity, Inclusion and Ethnic Communities

Proactive release of June 2021 Cabinet paper and minute seeking decisions about the role, mandate and initial priorities of the Ministry for Ethnic Communities

The following documents have been proactively released:

2 June 2021 – SWC-21-MIN-0078 Minute: Ministry for Ethnic Communities: Role, Mandate and Initial Priorities, Cabinet Office; and

2 June 2021 – Cabinet Paper: Role, mandate and initial priorities for the Ministry for Ethnic Communities, Office of the Minister for Diversity, Inclusion and Ethnic Communities.

Some parts of this information would not be appropriate to release and, if requested, would be withheld under the Official Information Act 1982 (the Act). Where this is the case, the relevant sections of the Act that would apply have been identified. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

Key to Redaction Codes:

- Section 9(2)(f)(iv) – confidentiality of advice tendered by Ministers of the Crown and officials.

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Cabinet Social Wellbeing Committee

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Ministry for Ethnic Communities: Role, Mandate and Initial Priorities

Portfolio Diversity, Inclusion and Ethnic Communities

On 2 June 2021, the Cabinet Social Wellbeing Committee:

- 1 **noted** that in December 2020, the Cabinet Business Committee agreed to establish a new departmental agency called the Ministry for Ethnic Communities (the Ministry), hosted within the Department of Internal Affairs, and agreed to funding of \$4.686 million over four years for establishment costs [CBC-20-MIN-0093];
- 2 **agreed** that the Ministry will be the government's chief advisor on ethnic communities, the ethnic diversity therein and the inclusion of ethnic communities in wider society;
- 3 **agreed** that the Ministry's remit continues to include people who identify their ethnicity as Middle Eastern, Latin American, Continental European, Asian or African, and that this includes new and temporary migrants, former refugees, asylum-seekers, long-term settlers and those born in New Zealand;
- 4 **agreed** that the Ministry include the following core functions which may evolve over time:
 - 4.1 leading the system to improve outcomes for ethnic communities;
 - 4.2 policy advice;
 - 4.3 monitoring and data;
 - 4.4 partnering and engagement;
- 5 **agreed** that the task of reducing inequity through strengthening the inclusion and wellbeing of New Zealand's diverse ethnic communities within wider society is a shared responsibility across the public-sector;
- 6 **noted** that while the Ministry will need to engage with relevant faith communities and faith-based organisations, it is not intended to be the lead advisor to government on all matters relating to faith;

- 7 **endorsed** the following initial priorities for the Ministry:
- 7.1 taking action to promote the value of diversity and improve inclusion of ethnic communities within wider society;
 - 7.2 ensuring equitable provision of, and access to, government services for ethnic communities;
 - 7.3 developing and supporting initiatives to improve economic outcomes for ethnic communities, including addressing barriers to employment;
 - 7.4 working to connect and empower ethnic community groups.
- 8 **noted** that the Minister of Internal Affairs (as Minister responsible for the host department) and the Minister for Diversity, Inclusion and Ethnic Communities have agreed that the Ministry will continue to operate within the Department of Internal Affairs' policies for at least one-year from 1 July 2021;
- 9 **noted** that the Minister for Diversity, Inclusion and Ethnic Communities intends to provide a further update to Cabinet in November 2021 on progress with establishing the Ministry and the work of the public sector to strengthen the wellbeing of ethnic communities;
- 10 **noted** that any potential implications for future funding requirements for the Ministry will become clearer as the Ministry's operating model evolves.

Rachel Clarke
Committee Secretary

Present:

Rt Hon Jacinda Ardern
Hon Grant Robertson
Hon Dr Megan Woods
Hon Carmel Sepuloni (Chair)
Hon Andrew Little
Hon Kris Faafoi
Hon Jan Tinetti
Hon Dr Ayesha Verrall
Hon Aupito William Sio
Hon Priyanca Radhakrishnan

Officials present from:

Office of the Prime Minister
Office of the SWC Chair
Officials Committee for SWC

Office of the Minister for Diversity, Inclusion and Ethnic Communities

Chair
Cabinet Social Wellbeing Committee

Role, mandate and initial priorities for the Ministry for Ethnic Communities

Proposal

1. I am seeking Cabinet's endorsement of the role, functions, mandate and initial priorities for the Ministry for Ethnic Communities (the Ministry), a new departmental agency operating from 1 July 2021.

Relation to government priorities

2. The Speech from the Throne (November 2020) noted this Government's commitment to support diversity and create a New Zealand where all people feel safe, have equal access to opportunities and do not experience discrimination.
3. Labour's 2020 Election Manifesto committed to reconsidering the role and status of the Office of Ethnic Communities Te Tari Matawaka (the Office). This followed requests from ethnic communities over the years for the Office to be replaced by a Ministry.
4. The establishment of the Ministry is also part of the Government's response to the recommendation of the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain on 15 March 2019 to investigate the machinery of government options for an agency focused on ethnic communities and multiculturalism.
5. Through the government's COVID-19 response and recovery, it is clear we could better understand and respond to the needs of our diverse ethnic communities and engage in ways that are more relevant to them. The Ministry will strengthen the Government's ongoing focus to ensure that all New Zealanders are safe from COVID-19.

Executive summary

6. In December 2020, Cabinet agreed it would establish the Ministry for Ethnic Communities (the Ministry) from 1 July 2021 as a departmental agency. This decision was a strong signal that the Government values diversity and the contribution made by ethnic communities in Aotearoa New Zealand.
7. There were 941,571 people from ethnic communities recorded at the 2018 Census, an increase of 45 percent since the 2013 Census. Those that identify as coming from an ethnic community make up around 20 per cent of our population, and this number continues to grow in size, diversity and geographical spread.

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8. New Zealand's ethnic diversity is a source of strength that brings new perspectives, skills and connections to different parts of the world. This Government aspires to an Aotearoa where everyone feels safe, valued, heard and where they are able to belong in New Zealand and participate fully.
9. There have been previous calls for the establishment of a standalone Ministry, and recommendations were made around increasing the focus on ethnic communities in the public sector in *Ko tō tatou kāinga tēnei (Report on the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain on 15 March 2019)* (the RCOI Report).
10. The Ministry will replace the existing Office of Ethnic Communities (the Office). The transition from the Office to the new Ministry is on track for 1 July.
11. The Ministry's role will be as Government's chief advisor on ethnic communities, the ethnic diversity therein and the inclusion of ethnic communities in wider society.
12. In this context, the term 'ethnic' refers to people who identify their ethnicity as Middle Eastern, Latin American, Continental European, Asian or African. This includes new and temporary migrants, former refugees, asylum-seekers, long-term settlers and those born in New Zealand.
13. At present, there is a lack of detailed and credible evidence and data that would allow the Ministry to understand the impact that government policies have on ethnic communities in Aotearoa.
14. A key focus for the Ministry will be to work across the public sector to develop a robust evidence base to support the information gleaned to date through the community engagement function of the Office. The Ministry will use this evidence base to influence tangible change across the public sector that will improve the wellbeing of ethnic communities.
15. From 1 July, my expectation is that the Ministry has a work programme that focuses on targeted areas of change and specific deliverables that will make a practical and positive difference to the lives of ethnic communities.
16. The Ministry will deliver through its own work programme and by working in partnership with other government agencies to effect change in areas critical to the wellbeing of ethnic communities. This acknowledges that the task of strengthening the wellbeing of New Zealand's diverse ethnic communities is a shared responsibility across the public-sector.
17. The Ministry will have a number of **core functions** which may evolve over time:
 - 17.1 Leading the system to improve outcomes for ethnic communities
 - 17.2 Policy advice
 - 17.3 Monitoring and data
 - 17.4 Partnering and engagement
18. Through these core functions, I see the Ministry having an **impact** in four key areas:
 - 18.1 New Zealanders appreciate the value that ethnic diversity brings and take steps to become more inclusive.

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- 18.2 Government agencies are culturally competent in their service provision, policy development and engagement.
- 18.3 Government policy across the system addresses the priorities and challenges faced by ethnic communities, and is coherent, evidence-based and effective for ethnic communities.
- 18.4 Ethnic communities' have equitable access to government services, their experience is positive, and services are effective for and relevant to ethnic communities.
19. To gain a mandate for the Ministry from ethnic communities and identify what they want the Ministry to focus on, I hosted a series of targeted engagements throughout April and May 2021. Through that process some clear themes emerged. These are outlined in the document attached as **Appendix A**.
20. Based on that direct engagement with communities, and having considered Government's wider objectives, I propose that the Ministry focuses its initial effort in the following **priority areas**:
- 20.1 Taking action to promote the value of diversity and improve inclusion of ethnic communities within wider society.
- 20.2 Ensuring equitable provision of, and access to, government services for ethnic communities.
- 20.3 Developing and supporting initiatives to improve economic outcomes for ethnic communities, including addressing barriers to employment.
- 20.4 Working to connect and empower ethnic community groups.
21. My expectation is that the incoming Chief Executive will, as a matter of urgency, develop a strategy outlining specific actions and measures that will lead to tangible change within each of these priority areas. This strategy will be a key focus of the Chief Executive's initial engagement with ethnic communities.
22. Alongside these four priority areas, the Ministry will need to build its evidence base while also making traction on specific deliverables that can deliver benefits for those from ethnic communities in the short term.
23. While 1 July is an important milestone in the formal establishment of the Ministry, it is only a step on the journey towards a fully functional Ministry which can help us move towards a more inclusive Aotearoa.
24. Through Budget 21, Government has committed to providing the initial funding for the scoping and establishment of the Ministry's new functions. While there are no immediate fiscal implications at this stage, it seems likely that further financial support will be required if the Ministry is to be able to fully meet the intent of the recommendations in the RCOI Report.
25. b(2)(f)(vi) DIA
26. My intention is to keep Cabinet informed as the work to establish the Ministry, its strategy and operating model progresses. I intend to provide a further update to Cabinet on progress by the end of November 2021.

Background

27. In December 2020, Cabinet agreed it would establish the Ministry for Ethnic Communities from 1 July 2021 as a departmental agency (with the Department of Internal Affairs as host agency), and the Minister for Diversity, Inclusion and Ethnic Communities as the responsible Minister [CBC-20-MIN-0093 refers].
28. This decision was a strong signal that the Government values diversity and the contribution made by ethnic communities in Aotearoa New Zealand. In addition, the establishment of a dedicated Ministry was seen as supporting improved outcomes for ethnic communities through:
 - 28.1 improved leadership and connection across government;
 - 28.2 greater ability to deliver on Government's priorities for ethnic communities;
 - 28.3 stronger connection between the Minister and a Chief Executive who is solely focused on lifting the wellbeing of ethnic communities; and
 - 28.4 an increase in visibility and mana for ethnic communities.
29. Aotearoa New Zealand is one of the world's most ethnically diverse countries. There were 941,571 people from ethnic communities recorded at the 2018 Census, an increase of 45 percent since the 2013 Census. As such, around 20 percent of New Zealand's population face specific challenges - and have aspirations - that will be better served by the new Ministry.
30. New Zealand's ethnic diversity is a source of strength that brings new perspectives, skills and connections to different parts of the world. This Government aspires to an Aotearoa where everyone feels safe, valued, heard and where they are able to belong as New Zealanders and participate fully.
31. When the Office was established in 2001 (as the Office of Ethnic Affairs) ethnic communities made up around 8 percent of the population - they now account for around 20 percent of our population and are continuing to grow in population size, diversity and geographical spread.
32. There have been previous calls for the establishment of a standalone Ministry, and this was proposed again in the report entitled *Ko tō tatou kāinga tēnei (Report on the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain on 15 March 2019)* (the RCOI Report).
33. Specifically, Recommendation 30 of the RCOI Report provided that government investigate the machinery of government options for an agency focused on ethnic communities and multiculturalism and enable any new organisation to:
 - 33.1 advise the government and public-sector agencies about priorities and challenges that affect ethnic communities' wellbeing;
 - 33.2 collate and use data to analyse, monitor and evaluate public sector efforts to improve the wellbeing of ethnic communities, what those efforts should be and how they should be prioritised; and
 - 33.3 develop an evaluation framework that incorporates performance indicators that examine the impact and effectiveness of government policies and programmes on the wellbeing of ethnic communities.

Role and functions of the Ministry for Ethnic Communities

34. Like other population agencies, the Ministry will provide advice in relation to a specific population group. In this context, the term 'ethnic' refers to people who identify their ethnicity as Middle Eastern, Latin American, Continental European, Asian or African. This includes new and temporary migrants, former refugees, asylum-seekers, long-term settlers and those born in New Zealand.
35. Within this broad definition there exists a wonderful range of diverse ethnic groups each with their own culture, values and identities. The Ministry will need to remain conscious of this diversity and make targeted efforts to support different ethnic groups accordingly.
36. The Ministry's role will be as Government's chief advisor on ethnic communities, the ethnic diversity therein and the inclusion of ethnic communities in wider society.
37. It will deliver tangible outcomes that benefit our ethnic communities in the short-term while moving us towards an inclusive Aotearoa New Zealand where people from ethnic communities feel safe, valued and able to participate fully.

How the Ministry will work

38. The Ministry will deliver through its own work programme and by working in partnership with other government agencies to effect change in areas critical to the wellbeing of ethnic communities. To be effective, the Ministry will need to be skilled at establishing linkages between the work of the Ministry and the work already underway in other agencies.
39. The Ministry will also influence and support agencies to lift their capability to develop policies and programmes and tailor services to improve the wellbeing of ethnic communities.
40. From 1 July, there is a key role for the new Chief Executive to work out how the Ministry will deliver on its role and mandate (i.e. what the Ministry's strategy and 'operating model' will be).
41. As responsible Minister, I expect the Chief Executive to work closely with me to ensure the Ministry's development is on a trajectory that will meet the expectations of ethnic communities and of Government.

What the Ministry will work on

42. From 1 July, my expectation is that the Ministry has a work programme that focuses on targeted areas of change and specific deliverables that will make a practical and positive difference to the lives of ethnic communities.
43. However, the task of strengthening the wellbeing of New Zealand's diverse ethnic communities is a shared responsibility across the public-sector. The Ministry will need to effect change through its own work programme and seek to influence other public-sector agencies that deliver services to ethnic communities.

44. The Ministry will have a number of **core functions** that are likely to evolve over time:

Leading the system to improve outcomes for ethnic communities

- 44.1 Work with government and public-sector agencies to deliver practical change in priority portfolio areas as specified by ethnic communities, such as education, health and employment.
- 44.2 Work with public institutions to lift cultural competency and ensure services are tailored to best meet the needs of ethnic communities.
- 44.3 Provide suitable nominees from ethnic communities for appointment to state sector boards and committees.

Policy advice

- 44.4 Provide policy advice on improving outcomes for ethnic communities.
- 44.5 Support policy makers to consider implications for ethnic communities and to strengthen policymaking to be able to respond to the needs and aspirations of diverse ethnic communities.

Monitoring and data

- 44.6 Collate and use data to analyse, monitor and evaluate the impact and effectiveness of government policies and interventions that affect ethnic communities and their wellbeing.
- 44.7 Provide evidence to ensure the contributions of ethnic communities are valued and to promote inclusiveness.

Partnering and engagement

- 44.8 Engage effectively with ethnic communities (including smaller and emerging ethnic communities) to understand how government can continue to improve their wellbeing.
- 44.9 Leverage strategic partnerships to promote and celebrate the value of ethnic diversity to New Zealand and help make Aotearoa more inclusive.
- 44.10 Ensure the engagement of public sector agencies with ethnic communities is meaningful and relevant, including effective communication.
45. Through these core functions, I see the Ministry having an **impact** in four key areas:
- 45.1 New Zealanders appreciate the value that ethnic diversity brings and take steps to become more inclusive.
- 45.2 Government agencies are culturally competent in their service provision, policy development and engagement.
- 45.3 Government policy across the system addresses the priorities and challenges faced by ethnic communities, and is coherent, evidence-based and effective for ethnic communities.
- 45.4 Ethnic communities' have equitable access to government services, their experience is positive, and services are effective for and relevant to ethnic communities.

How the role of the Ministry aligns with Te Tiriti o Waitangi

46. Through its activity, the Ministry needs to respect the role of tangata whenua and honour the Crown's responsibility to act in a way that is consistent with the principles under Te Tiriti o Waitangi.
47. Through my engagement with ethnic communities, there is a clear desire within ethnic communities to have stronger links with tangata whenua along with a greater understanding of New Zealand's history and Te Ao Māori.
48. The response to the 15 March attacks, as well as work ongoing across government (e.g. how the E Tū Whānau kaupapa includes migrants and refugees), show that there are great opportunities to support ethnic communities while maintaining a Te Ao Māori approach.
49. The establishment of the Ministry provides an opportunity to strengthen the connection between tangata whenua and ethnic communities in ways that can be mutually beneficial. As the Ministry starts to deliver on its role, I expect it will work with Māori, so it can develop an understanding of its roles and responsibilities as a partner under Te Tiriti o Waitangi and can build that into its operating model.

The Ministry will need to be a connected influencer across government

50. To be effective the Ministry will need to be connected within government and across the system. It will need to establish strong links between the work of the Ministry and work already underway in other parts of government that can positively impact the lives of ethnic communities.
51. If the Ministry is to improve the responsiveness of public institutions to the needs of a more diverse Aotearoa there are several key connections that Ministry will need to build and maintain over time to influence change. These include with:
 - 51.1 central agencies;
 - 51.2 other population agencies (to align efforts and share insights);
 - 51.3 Statistics NZ (to help build the evidence base necessary to underpin the Ministry's work);
 - 51.4 Ministry for Social Development (given that MSD is responsible for coordinating a whole-of-government approach to improving social cohesion);
 - 51.5 Ministry for Culture and Heritage;
 - 51.6 agencies which set policy or deliver services that affect ethnic communities; and
 - 51.7 local government.
52. Beyond the public-sector, the Ministry will also need to work closely with ethnic communities themselves, NGOs and the private sector.

The role of the Ministry in dealing with faith communities

53. Though faith and ethnic communities are often intertwined, this is not always the case. As such, I expect the Ministry to engage with relevant faith communities and faith-based organisations in order to better understand the needs of ethnic communities.
54. However, I do not see the Ministry as being the lead advisor to Government on all matters relating to faith. Instead I expect that the Ministry will work with other key government agencies as required to provide advice on faith-based issues.

Mandate and initial priorities for the Ministry

55. By their very nature, population agencies have significant breadth in the work they can do to help improve outcomes for their community of interest. However, I expect the Ministry to target specific priority areas where it can make tangible change that will benefit ethnic communities. This is also important to ensure that it manages expectations and can be accountable to the communities it serves.
56. The Ministry will need to ensure that it is clear on its mandate and priorities (informed by the communities it serves) and that it is seen to deliver on those priorities. This is important to ensure that the Ministry builds trust and confidence amongst ethnic communities.
57. To gain a mandate for the Ministry from ethnic communities and identify what they want the Ministry to focus on, I hosted a series of targeted engagements throughout April and May 2021. These engagements were designed to test and build on several in-depth engagements we have previously had with ethnic communities.
58. There were some clear themes that emerged from that engagement. A 'heat-map' that summarises the engagement outcomes is attached (**Appendix A**).
59. Based on that direct engagement with communities, and having considered Government's wider objectives, I propose that the Ministry focuses its initial effort in the following **priority areas**:
 - 59.1 Taking action to promote the value of diversity and improve inclusion of ethnic communities within wider society.
 - 59.2 Ensuring equitable provision of, and access to, government services for ethnic communities.
 - 59.3 Developing and supporting initiatives to improve economic outcomes for ethnic communities, including addressing barriers to employment.
 - 59.4 Working to connect and empower ethnic community groups.
60. Alongside these four priority areas, the Ministry will need to put effort into building its evidence base while also making traction on specific deliverables that can deliver immediate benefits for those from ethnic communities.

61. I will communicate to the incoming Chief Executive these initial priorities, and my expectation that the Ministry develop a strategy and work programme that identifies specific actions and measures that will lead to practical change within each priority area.

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62. My expectation is that the new Chief Executive will continue to engage with ethnic communities to communicate the Ministry's strategy. This engagement will also cover the development of the work programme to respond to the four priority areas (with the resources available).
63. My intention is to keep Cabinet informed as the work to establish the Ministry, its strategy and operating model progresses. I intend to provide a further update to Cabinet on progress by the end of November 2021.

Progress with establishment

64. The work to formally establish the Ministry is progressing well. The Orders in Council which list the Ministry in the relevant Schedules of the Public Service Act 2020 and the Ombudsmen Act 1975 were gazetted on April 22 2021. This will see the Ministry officially come into existence on 1 July 2021.
65. The Public Service Commission, which is leading the work to recruit the new Chief Executive for the Ministry, has informed me that the appointment process is well underway, with panel interviews expected in early June.
66. In terms of the mechanics of transitioning the existing Office into the Ministry, this is on track to happen for 1 July. However, there is still much to do if the Ministry is to be effective.

Day One readiness

67. While 1 July is an important milestone in the formal establishment of the Ministry, it is only a step on the journey towards a fully functional Ministry which can help us build a more inclusive Aotearoa.
68. The starting fiscal position for the Ministry was set in the December 2020 Establishment Paper [CBC-20-MIN-0093 refers] and Budget 21 provided for an additional \$5.3 million in funding over the next four years. The additional funding provided through these two decisions gives the Ministry an operating baseline of \$9.086m in 2021/22 and \$9.424m from 2022/23 (plus some time-limited funding).
69. This baseline funding allows for the existing functions within the Office to transition to the Ministry (including making several previously time-limited roles permanent), plus the appointment of a new Chief Executive and a small team to support the Chief Executive. However, the baseline fiscal position does not allow for any immediate significant uplift in capacity and capability.
70. Of the functions of the Ministry that were outlined in paragraph [44] and those called for under recommendation 30 of the RCOI report, a number of these will need to be built from scratch or scaled up significantly if the Ministry is to be in a position to achieve successful outcomes for ethnic communities.

71. Through Budget 21, Government has committed to providing the initial funding for the scoping and establishment of the new functions (for example the monitoring and data function). While there are no immediate fiscal implications at this stage, it seems likely that further financial support will be required as the Ministry's operating model and strategy evolves.

Implications of Ministry being a departmental agency

72. For clarity, a departmental agency is an operationally autonomous agency hosted by a public service department (in this case the Department of Internal Affairs (DIA)) and is legally considered part of its host department. A departmental agency is headed by its own Chief Executive who is directly responsible to an appropriate Minister for its clearly identified, ring-fenced activities and performance.
73. As required by Section 24(1) of the Public Service Act 2020, I have worked with the Minister for Internal Affairs (as Minister responsible for the host department) to agree the functions, duties, and powers of the Ministry and its working arrangements with DIA.
74. We have also agreed that the Ministry will continue to operate within the strategic and policy framework of DIA for at least one-year post-establishment. This will provide time for the Ministry to assess the capability and capacity required to operate within its own strategic and policy framework.
75. Officials have confirmed that the working arrangements between the Ministry and DIA are close to agreement. These will form part of a Departmental Agency Agreement and will be in place to support a 1 July start date for the Ministry.

Financial implications

76. As noted under the Day One readiness assessment in paragraphs [67-71], it is likely that further financial support will be required if the Ministry is to be able to fully meet the intent of the recommendations in the RCOI Report and achieve successful outcomes for ethnic communities.
77. In the absence of a confirmed operating model and detailed financial modelling to support that, we are limited to indicative figures to give a sense of how the Ministry might need to grow over time.
78. Based on some initial estimates from the establishment programme, the Ministry may need to increase its capacity if it is to deliver on its role effectively.

79.

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80. This indicative information is provided for Cabinet's information only and is not intended to seek any financial commitment at this point.

Legislative implications

81. There are no legislative implications as a result of this paper.

Impact analysis

Regulatory Impact Statement

82. The content of this paper does not include any regulatory options or proposals that would result in the creation, amendment, or repeal of legislation.

Climate Implications of Policy Assessment

83. Similarly, the paper does not include any proposals which will have implications for New Zealand's future greenhouse gas emissions.

Population Implications

84. The Ministry, by its very nature, is intended to have a positive impact on the outcomes for ethnic communities. At present, there is a lack of detailed and credible evidence and data that would allow the Ministry to understand the impact which government policies have on ethnic communities in Aotearoa.
85. A key focus for the Ministry will then need to be on working across the system to develop a robust quantitative evidence base to support the qualitative information which have been gathered through the Office's engagement efforts.
86. With that evidence base in place, the Ministry can start to more credibly identify changes across the system that can start to address any adverse outcomes for ethnic communities and what the specific impacts would be of those changes.
87. In the absence of that evidence base, we are limited to more general assessments about what impact the Ministry will look to have for certain population groups. The table below looks at which sub-groups would be most impacted by the initial priorities identified through the targeted engagement.

| Priority | Population group of interest | Size of this group | How the proposal may affect this group |
|--|---|--------------------|---|
| Taking action to promote the value of diversity and improve inclusion of ethnic communities within wider society | Ethnic communities plus wider society | All New Zealanders | Ethnic communities feel included and are valued by New Zealanders Diverse ethnic communities participate fully in an inclusive and successful Aotearoa Through an increased awareness and appreciation for the value of diversity |
| Ensuring equitable provision of, and access to, government services for ethnic communities | All members of ethnic communities | ~1,000,000 people | Improved wellbeing through more equitable opportunities |
| Developing and supporting initiatives to improve economic outcomes for ethnic communities, including | Working age members of ethnic communities | ~750,000 | Improved wellbeing through more equitable opportunities An increased sense of belonging for ethnic communities |

| | | | |
|--|---|-----|---|
| addressing barriers to employment | | | An increased ability to give back to their community and wider society |
| Working to connect and empower ethnic community groups | Ethnic community groups and NGOs that work directly with ethnic communities | n/a | Communities have the tools and support they need to help their communities to achieve better outcomes |

Human Rights Implications

- 88. The proposals in this paper are consistent with the requirements of the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993. Post-establishment, my expectation is that any policies or plans which the Ministry develops will retain the Bill of Rights Act 1990 and the Human Rights Act 1993 as core fundamentals.
- 89. In addition, the existence of the Ministry will ensure New Zealand is better placed to meet any requirements under some of the core international instruments New Zealand is party to¹.

Gender Implications

- 90. The content of this paper does not include any direct implications based on gender. However, the impacts felt by women generally in New Zealand can be exacerbated for women from ethnic communities.
- 91. As such the existence of the Ministry is expected to provide an opportunity to improve outcomes for ethnic women as there is a role for the Ministry to help increase awareness of the impacts on ethnic women across government.
- 92. Further to this, the content of this paper does not include any direct implications for the rainbow community. However, the existence of the Ministry should allow for better representation of the interests of members of rainbow communities from ethnic communities.

Disability Implications

- 93. Similarly, the content of this paper does not include any direct implications for people with disabilities – though the Ministry will have a role in ensuring government looks to mitigate any disproportionate impacts for disabled people who are also part of our ethnic communities.
- 94. Members of ethnic communities are also more likely than other population groups to be support workers and carers for disabled people. Improving outcomes for ethnic communities will help indirectly with positive outcomes for the disabled people they work and care for.

¹ This includes, but is not limited to the International Covenant on Economic, Social and Cultural Rights, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

Consultation

95. This paper was prepared by the Office of Ethnic Communities within the Department of Internal Affairs. The following agencies were consulted: Public Services Commission, the Treasury, the Policy Advisory Group at the Department of the Prime Minister and Cabinet, Ministry of Health, Ministry of Education, Ministry of Justice, Ministry of Social Development, Ministry for Culture and Heritage, Ministry of Youth Development, Ministry for Pacific Peoples, Ministry for Women, Te Puni Kōkiri, the Department of Internal Affairs, Ministry for Business, Innovation and Employment, Stats NZ, Ministry for Housing and Urban Development, Office for Disability Issues and the Human Rights Commission.

Communications

96. I have committed to publishing a summary of what ethnic communities said matters most during the targeted engagements by 30 June 2021. Publication of a summary is not only good practice, but it also allows ethnic communities to see where the Ministry will focus its effort initially. A draft of the summary feedback (which will look to provide more detail than that outlined in Appendix A) is being prepared by officials.
97. I also intend to publicly acknowledge some of the key milestones associated with the Ministry's establishment, such as Day One of the new Ministry.

Proactive Release

98. The Minister for Diversity, Inclusion and Ethnic Communities intends to proactively release the content of this paper ahead of 30 June 2021.

Recommendations

The Minister for Diversity, Inclusion and Ethnic Communities recommends that the Cabinet Social Wellbeing Committee:

1. **note** that on 7 December 2020, Cabinet agreed to establish a new departmental agency called the Ministry for Ethnic Communities [CBC-20-MIN-0093 refers];
2. **agree** that the Ministry will be Government's Chief Advisor on ethnic communities, the ethnic diversity therein and the inclusion of ethnic communities in wider society;
3. **agree** that the Ministry's remit covers people who identify their ethnicity as Middle Eastern, Latin American, Continental European, Asian or African, and that this includes new and temporary migrants, former refugees, asylum-seekers, long-term settlers and those born in New Zealand;
4. **agree** that the Ministry will include the following core functions which may evolve over time:
 - 4.1 Leading the system to improve outcomes for ethnic communities
 - 4.2 Policy advice
 - 4.3 Monitoring and data

- 4.4 Partnering and engagement
5. **agree** that the task of reducing inequity through strengthening the inclusion and wellbeing of New Zealand's diverse ethnic communities within wider society is a shared responsibility across the public-sector;
6. **note** that, while the Ministry will need to engage with relevant faith communities and faith-based organisations, I do not see the Ministry as being the lead advisor to Government on all matters relating to faith;
7. **agree** to endorse the initial priorities for the Ministry
 - 7.1 Taking action to promote the value of diversity and improve inclusion of ethnic communities within wider society;
 - 7.2 Ensuring equitable provision of, and access to, government services for ethnic communities;
 - 7.3 Developing and supporting initiatives to improve economic outcomes for ethnic communities, including addressing barriers to employment;
 - 7.4 Working to connect and empower ethnic community groups.
8. **note** that the Minister for Internal Affairs (as Minister responsible for the host department) and I have agreed that the Ministry will continue to operate within the policies of DIA for at least one-year from 1 July 2021;
9. **note** that I intend to provide a further update to Cabinet on progress with establishing the Ministry and the work of the public sector to strengthen the wellbeing of ethnic communities in November 2021; and
10. **note** that any potential implications for future funding requirements for the Ministry will become clearer as the Ministry's operating model evolves.

Authorised for lodgement.



Hon Priyanka Radhakrishnan

Minister of Diversity, Inclusion and Ethnic Communities

Appendix A: Summary of targeted engagement



Engagement for the new Ministry for Ethnic Communities

Voices of the Communities on 'what really matters':
A summary

Overview of the engagements

Background

On 1 July 2021, Aotearoa New Zealand will have a new Ministry for Ethnic Communities, with the Minister for Diversity, Inclusion and Ethnic Communities as the responsible Minister. This is the first time Aotearoa New Zealand's communities who identify their ethnicity as Middle Eastern, Latin American, Continental European, Asian or African will have had this level of representation in government.

The Minister for Diversity, Inclusion and Ethnic Communities wanted ethnic communities to have a say in shaping the new Ministry. In April and May, the Office Of Ethnic Communities – te Tari Matawaka, on behalf of the Minister, asked ethnic communities to tell us where the new Ministry should put its effort.

This document summarises the key areas that ethnic communities told us are important for the Ministry to focus on, and their vision for the future of the Ministry.

Our approach

The engagement, which ran from 17 April to 14 May 2021, was open for all members of the diverse ethnic community in New Zealand to provide feedback. We provided a range of options to enable communities to participate and contribute their voice. We held 29 sessions across the country, and heard from about 660 people including through online and email feedback. We heard from a range of voices including recent migrants, long-time settlers, former refugees, international students, and community leaders and organisations.

These conversations were designed to test and build on what we have already heard from communities – rather than starting from a blank page.

Key principles for the engagements



Supporting communities to design their future

- We ensure the priorities begin from the community.
- We are actively listening and gathering the most salient and important priority areas from the community, not predetermining the outcomes.



Showing manakitaanga for all people we engage with

- We treat people and their stories, experiences and dreams for the future as precious taonga.
- We show kindness and humility in all our interactions with the community.



Operating with flexibility

- We provide multiple ways for the community to contribute (online, in-person, small groups or large groups).
- We enable people to communicate in their own voice (e.g. writing in their own language, visuals instead of written contributions, time for quiet reflection).



Continuing to build on what has gone before

- We acknowledge that these engagements build on what communities have already told us, and current work at the Office of Ethnic Communities.
- We acknowledge that these engagements are part of ongoing engagements between the Ministry and communities.
- We acknowledge that different priorities may have surfaced from the Covid-19 pandemic and want to hear how things have changed.



Respecting people's contributions by showing transparency and accountability

- We are upfront and tell communities how their insights and information are being used.
- We will close the loop with communities (e.g. sharing the outcome of the engagements on social media and on the website).

Who we spoke with



29 COMMUNITY ENGAGEMENTS ACROSS NEW ZEALAND

FACE TO FACE ENGAGEMENTS

11 Drop-in sessions

08 Leader sessions

04 Women sessions

04 Youth sessions

02 Senior sessions

METHODS OF PARTICIPATION

531 Face to face engagements

18 Email feedback

96 Online platform



645 TOTAL NUMBER OF PEOPLE WE HEARD FROM

ENGAGEMENT LOCATIONS



Communities told us their aspirations for the new ministry

We asked people to stand in the future....

Imagine the new ministry being the best it can be in the future. Describe what would have changed for you, your family or community. Write or draw it.

"We want to be loved as New Zealanders and not merely tolerated."

"I don't want to leave my culture at the door, to go through the door."

"I wish in the future my family and myself can feel no difference with the majority. I could feel this in my home, this is my country, and no one would question/remind me that I was a minority, where I was from and where I should go."

"I, my family, my community, and all diverse communities would have a sense of belonging and participate and lead our relationship with tangata whenua as tangata tiriti."



**A socially inclusive
Aotearoa New Zealand
where ethnic communities
are empowered to
contribute their skills,
culture and voice**

"The question "where are you from" is asked from a place of welcome, inclusion and solidarity. Our fluency in Te Reo and our engagement with Māori/tangata whenua is natural and embracing of history."

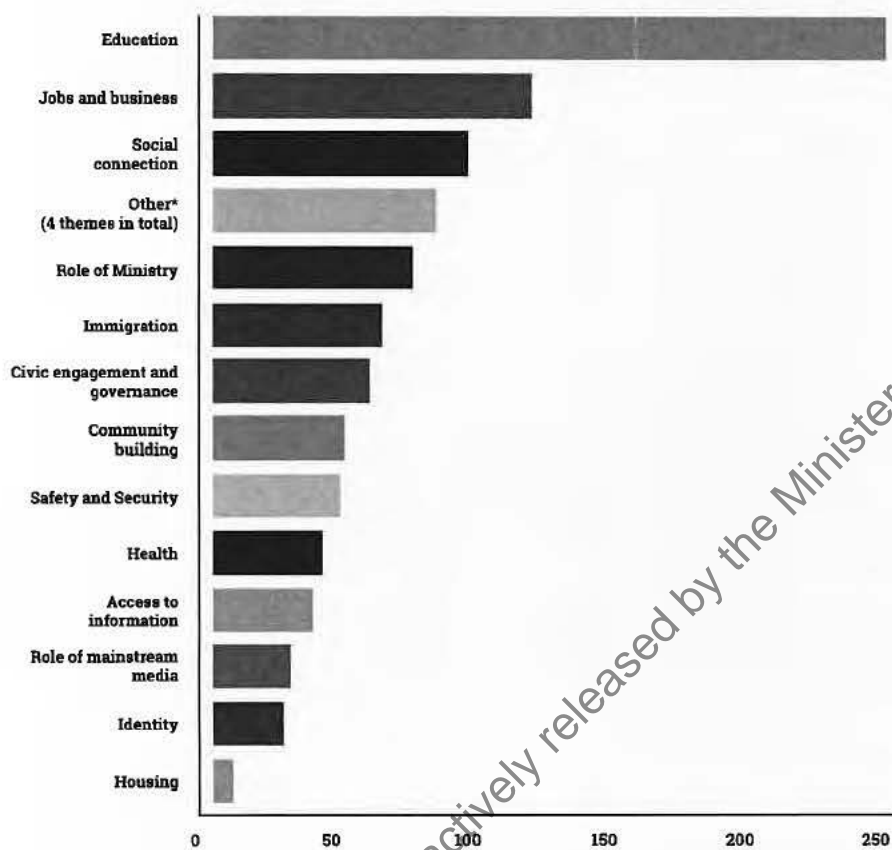
"In 20 years time, success means there's no need for a Ministry for Ethnic Communities."

"Our history is considered New Zealand history too."

"We exist, we understand each other from where we came from. We are different but we are the same whether we are rich, poor, disabled, gay, transgender, Muslim, white, black or Asian."

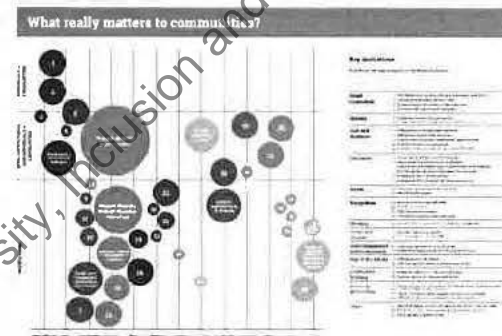
Overview of the heatmap

What priority areas did the community identify as important for the Ministry to focus its efforts?



How to read the heatmap on page 5.

What initiatives could the Ministry focus its efforts on?

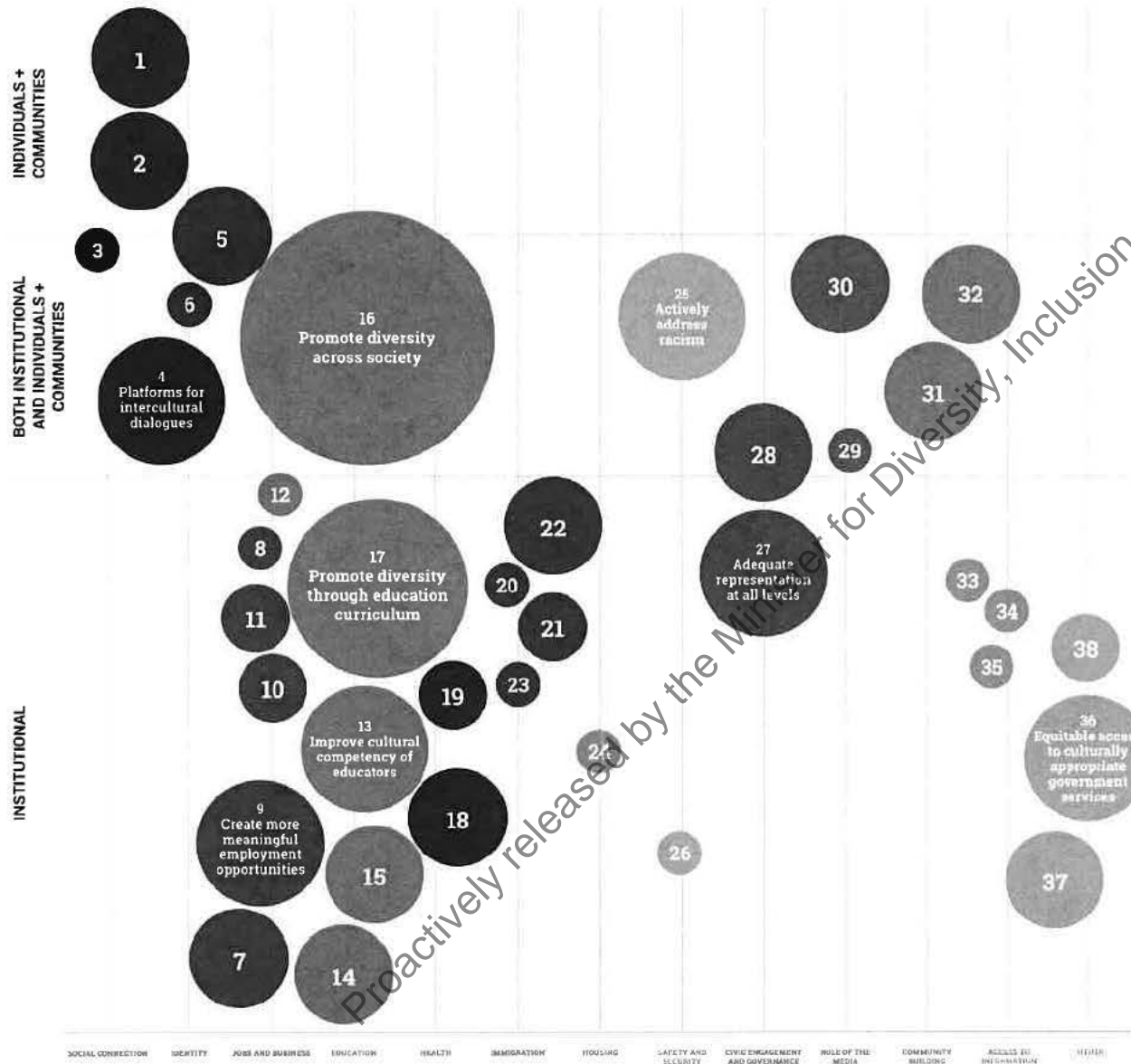


Page 5

For this high level summary, The Office of Ethnic Communities (OEC) coded each input from the community to key initiative areas. Initiatives heard more than 6 times across all community voices are included on the heatmap. The size of the circles correspond to the frequency of times an initiative was referenced or mentioned. Colours indicate the priority area the circle best represents. The Minister will be releasing a more detailed summary of engagement ahead of 1 July 2021.



What really matters to communities?



Key initiative areas

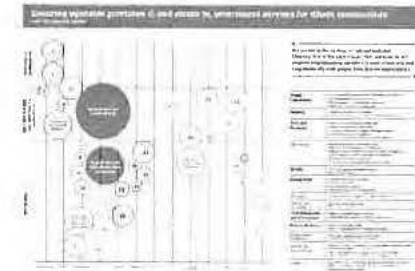
Numbers on the map correspond to the respective initiative.

| | |
|--|---|
| Social Connection | 1 Connection with langata whenua, Te Ao Maori and Te Tiriti 2 Connections between communities 3 Physical spaces for communities to connect 4 Platforms for intercultural dialogues |
| Identity | 6 Celebrate different cultures/events 6 Initiatives to support belonging and confidence to express oneself |
| Jobs and Business | 7 Address bias in employment decisions 8 Address workplace discrimination 9 Create more meaningful employment opportunities 10 Promote diversity in workplaces 11 Recognise overseas experience and qualifications |
| Education | 12 Initiatives to address unconscious bias 13 Improve cultural competency of educators 14 Improve cultural competency in government and for employers 15 Provision of specified language support 16 Promote diversity across society 17 Promote diversity through education curriculum |
| Health | 18 Culturally and linguistically appropriate health services 19 Culturally and linguistically appropriate mental health support |
| Immigration | 20 Immigration settings (policies) 21 Family reunification 22 Provision of better post-immigration support 23 Immigration process and timeframes |
| Housing | 24 Address the cost, financing, and quality of housing |
| Safety and Security | 25 Actively address racism 26 Initiatives to support being safe to express oneself |
| Civic Engagement and Governance | 27 Adequate representation at all levels 28 Leadership opportunities for ethnic communities |
| Role of the Media | 29 Address bias in the media 30 Promote positive representation in mainstream media |
| Community Building | 31 Empower community groups and leaders 32 Support community groups and leaders |
| Access to Information | 33 Provide better quality official data 34 Better information about support and services available 35 Official information provided in more languages |
| Other | 36 Equitable access to culturally appropriate government services 37 Better support for specified group (e.g. refugees, seniors) 38 Equal access to opportunities |

What areas could the Ministry focus on, to deliver maximum impact for ethnic communities?



How to read the heatmaps on pages 7 – 10

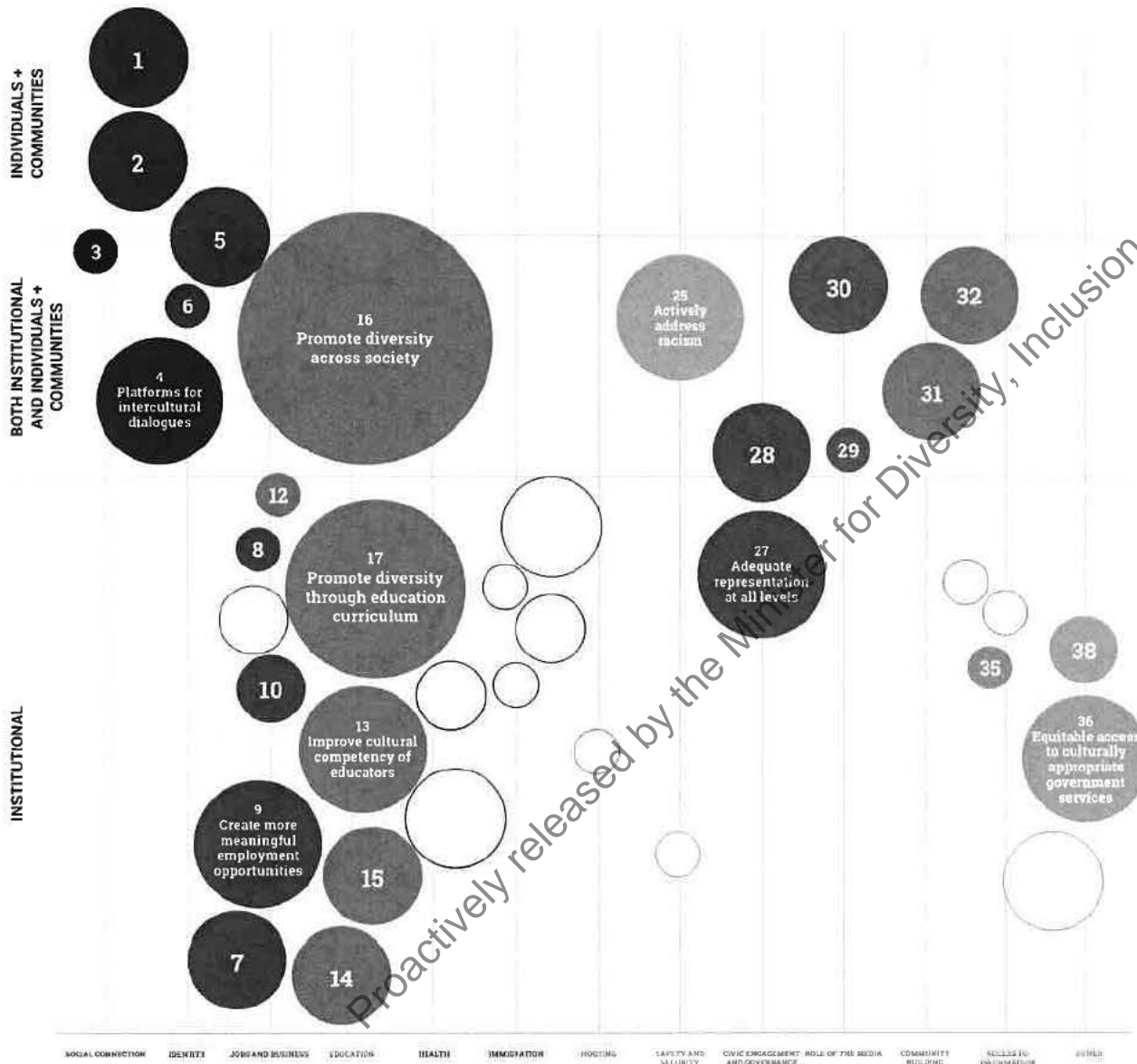


Based on the feedback from communities, we have identified four key outcome areas that the Ministry could prioritise, to ensure maximum impact for communities. OEC has coded each of the suggested initiatives to these key outcome areas, to suggest the value of targeting each outcome area. Note, some initiatives may sit across multiple outcome areas.

The four key outcome areas

1. Taking action to promote the value of diversity and improve inclusion
2. Ensuring equitable provision of, and access to, government services for ethnic communities
3. Developing and supporting initiative to improved economic outcomes for ethnic communities, including addressing barriers to employment
4. Working to connect and empower ethnic community groups

1. Taking action to promote the value of diversity and improve inclusion

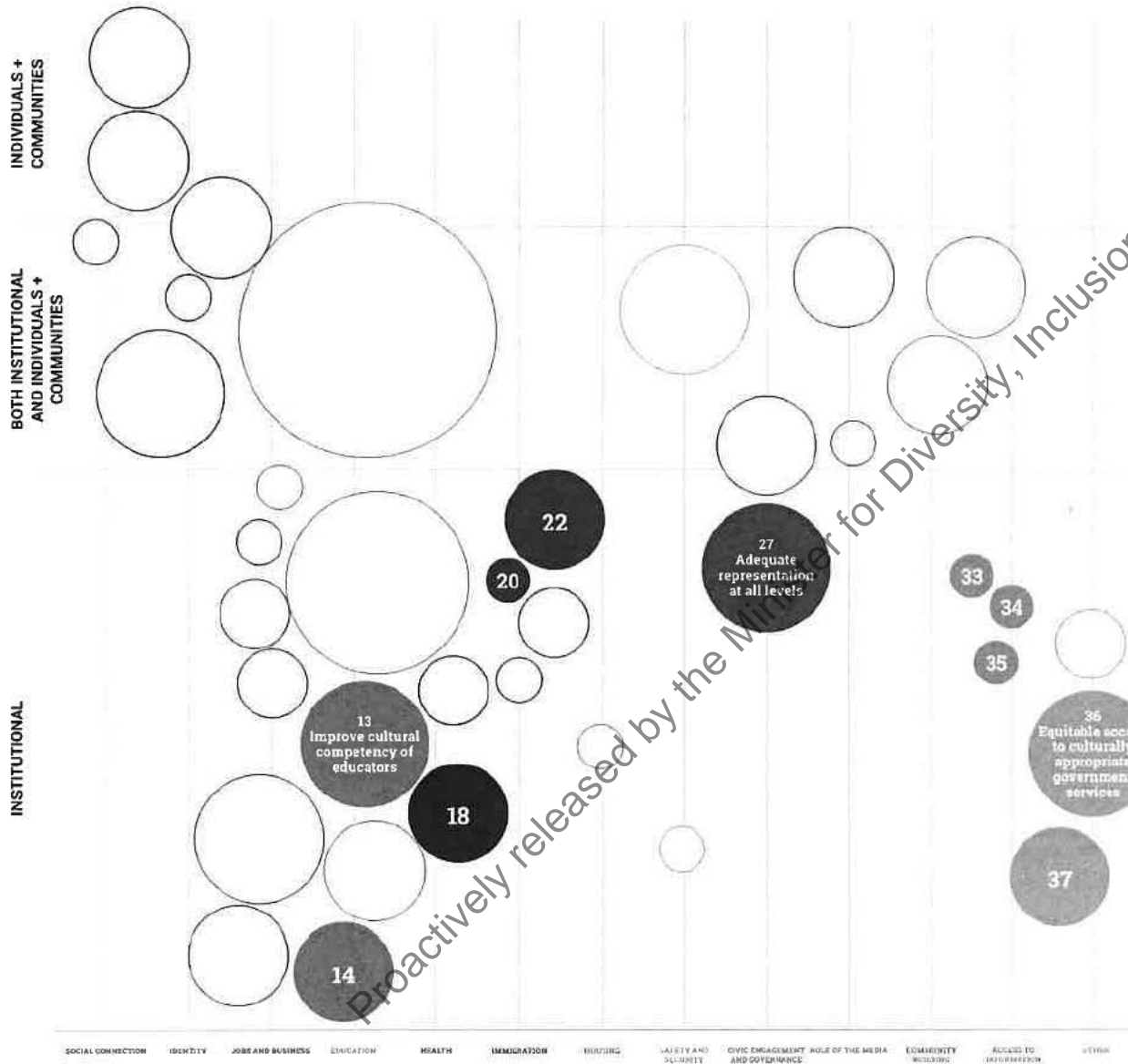


“ The notion that being “Kiwi” is embracing different facets of that identity, i.e. there are many ways of having a “Kiwi” identity ”

“ Diversity is wealth ”

| | |
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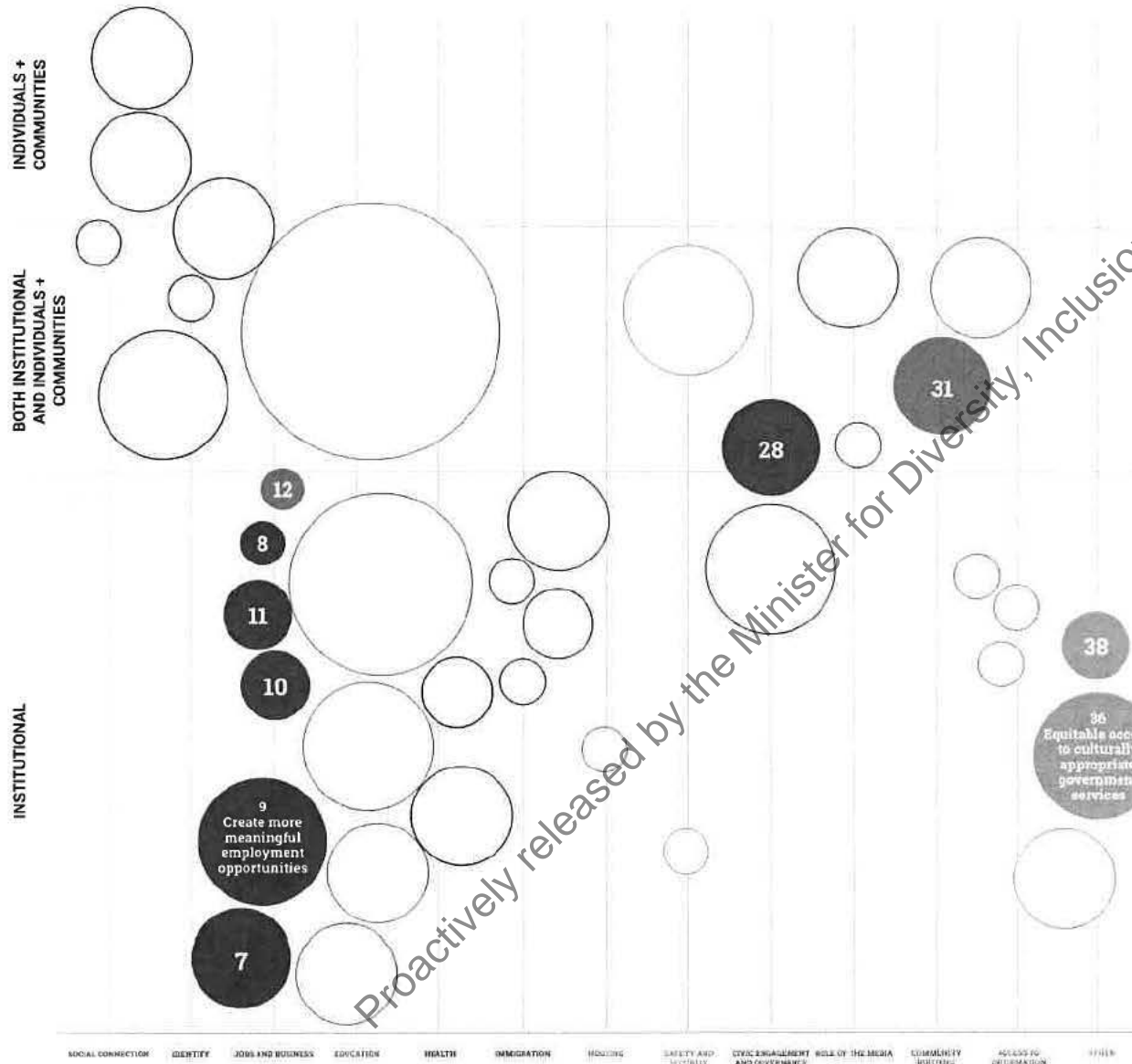
2. Ensuring equitable provision of, and access to, government services for ethnic communities



“ We are not in the system, we are not included Ministry fills in the gaps where other agencies do not - empowering/educating agencies to work effectively and empathetically with people from diverse communities ”

| | |
|--|---|
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3. Developing and supporting initiative to improved economic outcomes for ethnic communities, including addressing barriers to employment

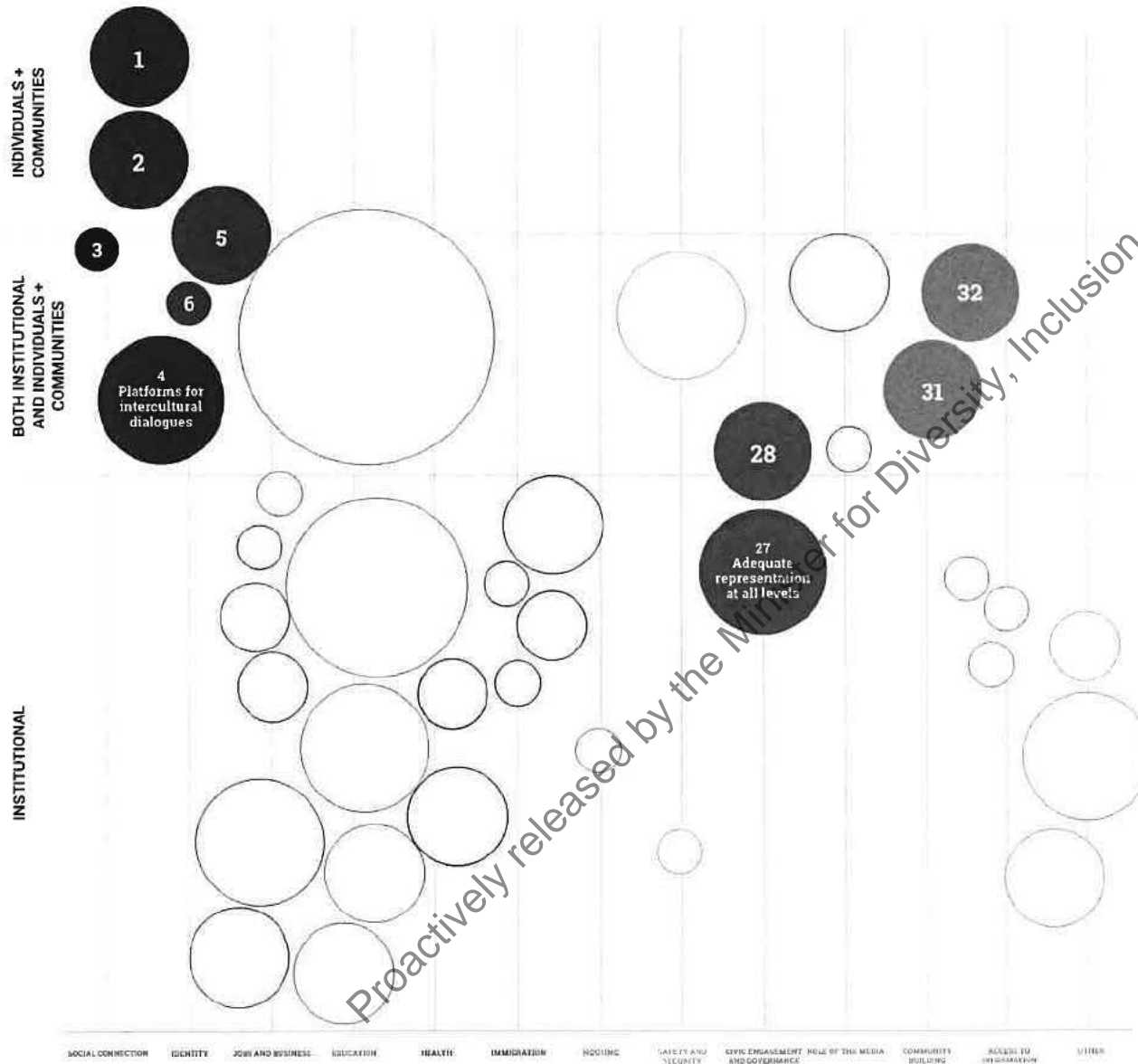


“ People won't have to pretend to look like something they are not just to get a job ”

“ Allow migrants to get into the workforce without facing 'institutional racism', many people qualified but not Kiwi enough ”

| | |
|--|---|
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4. Working to connect and empower ethnic community groups



“ How do we transition and shift the mindset from ‘migrants are here to stress our resources’ to ‘migrants are here to enrich our society’ ”

“ The Ministry can help build bridges to cross ”

| | |
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What's next?



April – May 2021 (Completed)

The conversation about the needs and aspirations of the communities does not end here. The engagements that took place in April and May 2021 are the first in a series to ensure that ethnic communities are part of the shape of the new Ministry for Ethnic Communities.



1st July 2021 onwards

The Minister will work closely with the newly appointed Chief Executive to ensure the Ministry's development is on a trajectory that will meet the expectations of ethnic communities and Government.



Late 2021

The Chief Executive will be going back out to communities to help shape how they expect the Ministry to deliver on its role, and begin to make a practical and positive difference to the lives of diverse ethnic communities in Aotearoa New Zealand.



Proactively released by the Ministry for Ethnic Communities