



INCLUSIVE TE TAUIHU

**HOW TO MAKE OUR REGION EVEN MORE WELCOMING,
IMPROVE CONNECTEDNESS, EMBRACE DIVERSITY,
HELP NEWCOMERS AND MIGRANTS
SETTLE SUCCESSFULLY AND
PARTICIPATE IN OUR COMMUNITIES.**



**Welcoming
Communities**
TE WAHAROA KI NGĀ HAPORI



tasman
district council

Te Kaunihera o
te tai o Aorere

Inclusive Te Taihū

How to make our region even more welcoming, improve connectedness, embrace diversity, help newcomers and migrants settle successfully and participate in our communities.

Aotearoa New Zealand is a super-diverse country. Almost 30% of our population was born overseas. Our culturally and linguistically diverse (CALD) community members identify with 200+ different ethnicities. This reflects into the 'Top of the South': More than 21% of Tasman's population were born overseas and our community members identify with around 100 different ethnicities.

Tangata whenua are the indigenous people of Aotearoa New Zealand and whakapapa (genealogically relate) to many different iwi or kinship groups. Eight iwi (tribes, kinship groups) have mana whenua status in Te Taihū (though there are nine in the Tasman electorate). Having a "tūrangawaewae" – a place to stand – is an important part of Māori culture, and belonging to a community is an important part of New Zealand culture and a core human need.

Moving to a new area or even a new country requires finding your community, connecting to local people and developing relationships that help to make a new place feel like home.

As the host community, we can help our newcomers and migrants to feel welcomed and included, to become connected and develop a sense of belonging. We can show values like manaakitanga and whanaungatanga – express that we care about them and that we want them to become part of our communities. If we don't, we risk that 'silos' develop, that people are disconnected and that they move away from our region.

- Results from Welcoming Communities consultations show that newcomers find 'making new friends' just as hard a finding housing! Workplaces report retention issues, interest groups are struggling to find new members, volunteering is declining. Social isolation is a growing issue, it has significant impact on individuals' and community wellbeing.
- March 2024 statistics show the highest migrant departures on record for an annual period. At the same time, we had a record net migration loss of 52,500 New Zealand citizens.
- Numerous research results confirm that inclusive practises lead to better outcomes for everyone – higher job satisfaction and productivity, improved retention, better economic and social outcomes.



Hardly anybody consciously excludes others.

As human beings we are naturally wired for familiarity, we tend to prefer the company of those who are like us because it feels safer and easier – our brain automatically scans the environment for potential threats. In busy times, we stick to habits and routines. This can lead to ‘micro-exclusions’ which we often aren’t even aware of. *Think of situations where you weren’t invited to join in, acknowledged or asked for your opinion – how did you feel?*

‘Taking a walk in someone else’s shoes’ requires conscious effort, it involves experiences outside our comfort zones. Yet, it can be incredibly rewarding and beneficial for everyone. Keep in mind that a sense of exclusion triggers significant stress responses in people. We usually look for someone who looks like us. *Think of going to a party and not knowing anyone in the room– how do you feel?*

The **United Nations Universal Declaration of Human Rights**¹ recognises the “inherent dignity and of the equal and inalienable rights of all members of the human family as the foundation of freedom, justice and peace in the world.”

However, the playing field is not level for everyone. Not everybody has equal access to the facilities and opportunities Te Taihū has to offer. Our effort can help improve this by making places and activities more accessible, affordable and reachable. If we identify and remove barriers (visible and invisible ones), everyone will be better off.

Diversity and inclusion (D&I) initiatives offer a lot of answers and suggestions for improvements. They range from small steps in daily interactions to policy development and structural changes.

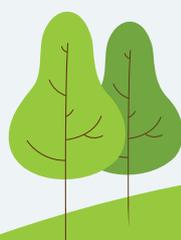
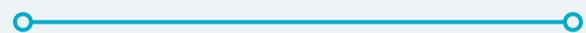
Whilst there is no magic formula, we have created this document to inspire you and provide some easily doable hands-on tips to become more inclusive, make life for newcomers and migrants a bit easier, give them a sense of welcome and create an environment where everyone can feel like they belong. If we empower people with voice and agency, everyone can flourish.

The more diverse views are involved, the more important it is to ensure harmonious interactions by practising principles of acceptance and creating supportive policies.

When talking about diversity, we acknowledge that there are many elements to it with age, abilities, gender orientation, neurodiversity, culture and ethnicity being the best-known ones. This guide focusses on ethnic and cultural diversity because its development was supported by the Ethnic Communities Development Fund. However, if we improve one element of D&I, others will benefit too.



Cultivating a culture of inclusivity is everything but a ‘tick box exercise’. It is a journey, a mindset-shift. It requires being a ‘mover and shaker’ rather than a bystander. It’s about committing to social responsibility. Most of all, it is the best contribution you can make towards a more cohesive society for many generations to come.



Diversity is our 'normal', but how does this reflect in your environment?

- Which ethnicities do your club members, participants, clients and customers, staff and work colleagues identify with? How included do they feel?
- Do migrants attend your events, mix and mingle with established community members? Do they have a voice?
- Are your boards, committees and teams reflecting the societal diversity?
- How do you engage with CALD community members?
- What do you do to acknowledge and celebrate different ways of doing things?
- Are you aware of existing barriers? What are you doing to remove them?

We hope this guide will encourage you to turn 'othering' into 'mattering'. You'll find explanations of specific terms at the end of the document. A digital version is available to access the links provided.

For questions, feedback and further conversations, please contact events@tasman.govt.nz.

Inclusion isn't about a one-day training – it's about implementing ongoing change.



Bi-culturalism and inclusion

Aotearoa New Zealand is a bi-cultural country in the first place, Te Tiriti o Waitangi is the first immigration document of Aotearoa, enabling non-Māori (Tangata Tiriti) to settle in this country.

The principles of protection, participation and partnership should guide all our (inter)actions. When we talk about inclusion and belonging, it is important to keep in mind that the Treaty belongs to all New Zealanders and all New Zealanders have responsibilities towards each other based on belonging to this place.

Human Rights and Te Tiriti o Waitangi²

How familiar are you with Te Reo Māori terms and expressions?

What is your knowledge and understanding of our history and the impact of historic events?

How comfortable are you with different cultural practises?



Te Ao Māori

The world(view) of Māori can't be explained comprehensively in just a short paragraph.

It is a holistic worldview which focuses on interconnections. Te Ao Māori emphasises the importance of relationships between nature and people. It is grounded in tikanga customary values, lore and mātauranga (Māori knowledge) and much more.

Being disconnected from your whakapapa (ancestors' genealogy), whānau (family) and whenua (land), from your reo (language), can change your sense of belonging.

Tikanga Māori

Tikanga is seen as the right way of doing things according to conventions, rules or protocols that have helped families and communities in the past in terms of social, economic, political and environmental survival. Tikanga provides guidance on how to do transitions, it helps to ensure processes and decisions are just and fair. It includes principles of consensus building, respect, care, balance, intergenerational equity and relationship building. Following these procedures can enable equitable, fair, safe and resilient outcomes. Inclusive, participatory and enabling procedures allow everyone affected by a decision to influence that decision.

Kei tēnā, kei tēnā,
kei tēnā anō tōna ake
āhua, tōna ake mauri,
tōna ake mana.

Each and every one has
their own uniqueness, life
essence and presence.

See page 23 for links

Te Reo Māori

"Exposure normalises". After decades of punishment for our indigenous population when they used their mother language, it's time to acknowledge that Te Reo Māori is Aotearoa's official language and use it as much as possible.

- Get in touch with your local iwi at the earliest possible stages of planning.
- Incorporate basic practises like a karakia (blessing) at the beginning and end of your event to transition into what's coming up, express gratitude for kai (food) provided and help everyone to gather their thoughts and focus what's coming next.
- Learn some waiata (songs) to express emotions, celebrate, honour people. It's a great way of familiarising with the language, engaging through music and showing respect.
- 'Whanaungatanga' at the beginning of gatherings helps bringing people together.
- Use Te Reo Māori to normalise it. Translate kupu (words) for speakers of other languages.
- Tangata whenua often get asked to 'come along and say a karakia' without getting reimbursed. Source and provide funding to acknowledge the time and effort – give an appropriate koha (donation).
- Provide information about Te Tiriti in multiple languages: [Te Tiriti in our Language educational resources | Tangata tiriti](#)³



Top tips to become more inclusive



Creating an inclusive environment requires intentionality and reflection. These actionable steps can enhance Diversity, Equity, Inclusion and Belonging (DEI&B) within your community or organisation.

Reflect on your social contacts

Take a moment to evaluate your usual interactions. Are they diverse in terms of ethnicity, background, and perspectives? Who is part of your usual social circle? Who do you spend time with? And who is NOT part of this? Identify opportunities for broader connections.

Challenge the majority mindset

Naturally, our brains are wired for safety and consider anything different as potentially 'dangerous'. Acknowledge situations where you may unconsciously align with the majority viewpoints. Make a conscious effort to engage with alternative perspectives.

Recognise barriers

Consider both visible and invisible barriers others may face. Not everyone knows where to find information, feels confident to explore new territory, feels comfortable and safe in a new environment. Initiate conversations to deepen your understanding of their experiences.

Explore commonalities

When meeting someone from a different background, focus on shared interests or experiences. Find something you have in common. This builds connection and empathy.

Cultivate a curiosity mindset

Try new activities that push your boundaries. Engage with people who have different life experiences. Embrace new activities that stretch your comfort zone.

Seek minority experiences

Attend events or join groups where you might find yourself in the minority. Reflect on your feelings and the insights gained from these experiences.



Educate yourself

Commit to exploring media from diverse cultures – books, podcasts, and documentaries. Learn about different customs, beliefs, hierarchies, gender and family roles, ways of showing respect. Acknowledge the challenges faced by various communities. Find out about local cultural groups, attend their events and build relationships.

Practice empathy

Take a walk in someone else's shoes: people who are new to our country might not know about 'Kiwi customs': what they need to bring to events, what's appropriate to wear, what certain expressions mean and how to find out about things. Approach interactions with newcomers with patience and kindness. Share valuable information about local customs and practices. For example: 'Bring a plate' is an unknown concept to many migrants.

Facilitate connections

A small, but very impactful gesture is to introduce someone you know to someone they don't know. This new personal connection can create a stronger sense of belonging.

Address transportation needs

Newcomers don't necessarily have a car (or drivers' license). Offer support by providing rides or assisting with public transport navigation.

Make events family-friendly

Design your gatherings with families in mind. Most migrant families don't have family living nearby and haven't got babysitters either. Consider activities that are inclusive of children and provide a welcoming atmosphere.

Embrace variety

Avoid a one-size-fits-all approach. Be open to diverse ideas and methods, which can enrich your group's culture. Make diversity and inclusion your point of difference! It can help your group/ organisation to stand out and appeal to a much broader group of people.

Normalise DEI&B conversations

Integrate discussions about diversity and inclusion into regular meetings and interactions. Encourage team members to share their thoughts and experiences.

By implementing these steps, we can create a more inclusive environment where everyone feels valued and respected. Start small, remain consistent, and watch how these efforts can transform your community or organisation into a more welcoming and diverse space.

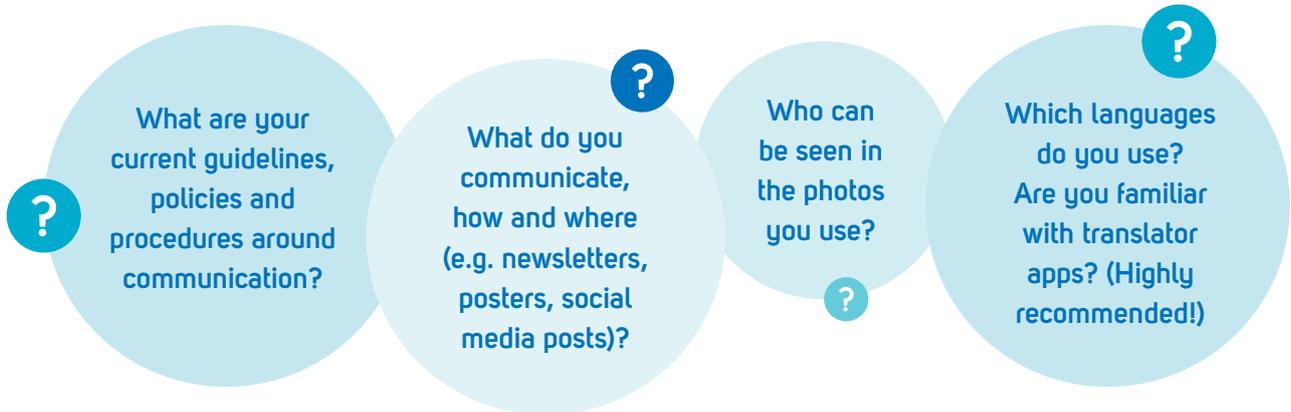
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Cultural Diversity is as necessary to humankind as biodiversity is for nature.

UNESCO

Top tips for more inclusive communication

In our daily language use, we sometimes unintentionally exclude some or favour other people.



Simplify language

Reflect on your use of jargon, acronyms, and localised terms. Opt for clear, plain language. Simplify forms to ensure everyone can understand. When information is accessible, people feel valued.

Update language choices

Proactively replace outdated or inappropriate terminology with more suitable alternatives. Normalising the use of contemporary and respectful language is crucial.

Multilingual signage

Create signs conveying important messages in the most frequently spoken languages in your area. Assess community members' English proficiency and consider engaging interpreters when necessary.

Visual communication

Utilise pictures, infographics and visual aids to communicate effectively with those who face literacy challenges. They can enhance understanding and engagement.

Diverse representation

Incorporate diverse photographs in your advertising. When people see themselves represented in promotional materials, it reinforces their sense of belonging and mattering.

Effective message distribution

Ensure your messages reach the intended audience. Simply posting on social media isn't enough. We often think "I've shared it on Facebook – it's public knowledge now." Use various digital channels tailored to different age groups, cultures, and interests, such as Instagram, Snapchat, WeChat, and local radio stations. It takes multiple prompts to develop an interest in something/ get attention.



Personal engagement

Never underestimate the power of personal connections. Face-to-face engagement with someone you trust is often most impactful. Building relationships with community leaders can enhance information sharing through their direct networks (many communities have internal WhatsApp groups).

Utilise video content

Consider using short videos and 'reels' to convey messages. These formats are effective for engaging audiences, making information more accessible and relatable.

Encourage and promote open dialogue

Ask open, unassuming questions to invite others to share their opinions and experiences. Practice asking non-biased 'unopinionated' questions to facilitate genuine conversations.

We have two ears and one mouth so we can listen twice as much as we speak.

EPICTETUS



Provide written summaries

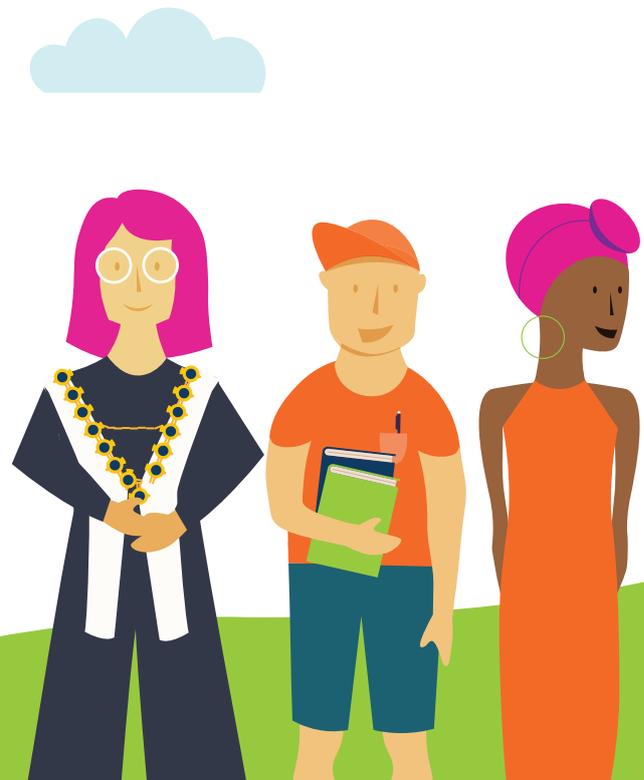
Processing verbal information can be challenging, especially for non-native English speakers. Offer written summaries for individuals to read and translate at their own pace.

Seek diverse input

Regularly discuss questions like:

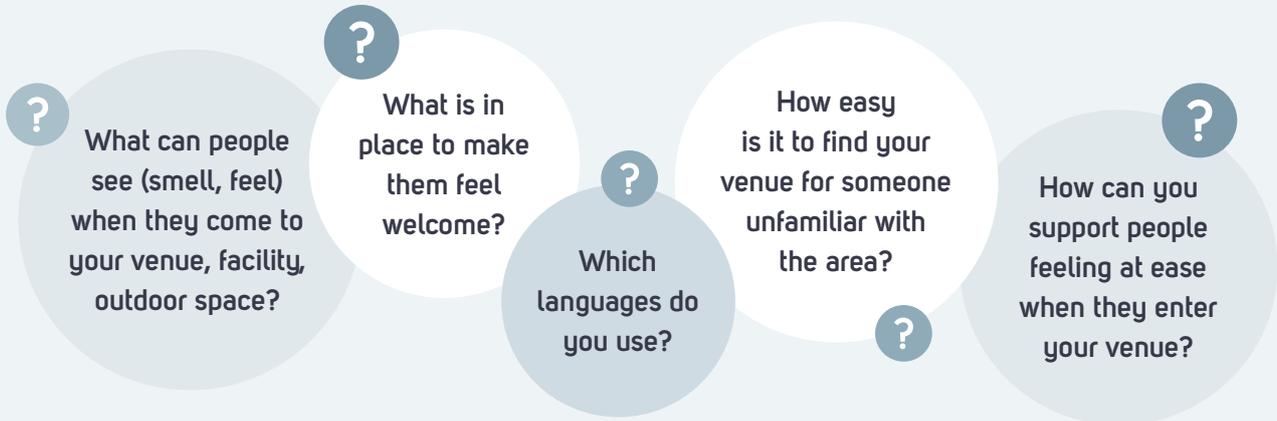
- How can we include diverse voices to our conversation?
- How can we create better opportunities for underrepresented groups to be heard?
- How can we provide options, give people choices instead of having to agree with the majority?

Inclusion is an ongoing journey of change. Challenge the status quo – open up to new perspectives. Encourage honesty in conversations by saying, "I hadn't thought of it that way. Considering this new information, I might need to rethink my position".



Top tips for creating inclusive spaces

“You can’t make a first impression twice” – the feeling your space creates when someone first enters, has a profound impact on how they feel...



Being comfortable makes us feel safer. Inclusive space design is about accessibility and emotional safety for marginalised members of the community – creating spaces for all that work better for everyone.

Language and communication

- Welcome people in multiple languages – hopefully they identify their mother language on your sign and feel acknowledged.
- Have conversations with diverse users of your space – identify what’s important to them.
- Check the language and imagery you display for cultural sensitivity.
- Display a variety of artworks, pictures and decorative items representing a diverse range of cultures.
- Use pictograms, symbols and easy language in your signage



Design and equipment

- Incorporate flexible options – mobile furniture that is multifunctional and useable for different groups and purposes.
- Have a ‘toy box’, some games and craft accessories handy so children find something to do.
- Create literal comfort zones – areas for comfortable seating where it’s easy to relax.

Venue use

- Make it easy to find your place and access information like contact details etc.
- Consider whether your venue could be suitable for groups to practise and rehearse for their performances and/or hold cultural celebrations – it might bring new people through the door, increase the use of your space and help ethnic communities to have a space for their gatherings if you reach out to them.



Top tips for inclusive community groups and neighbourhoods

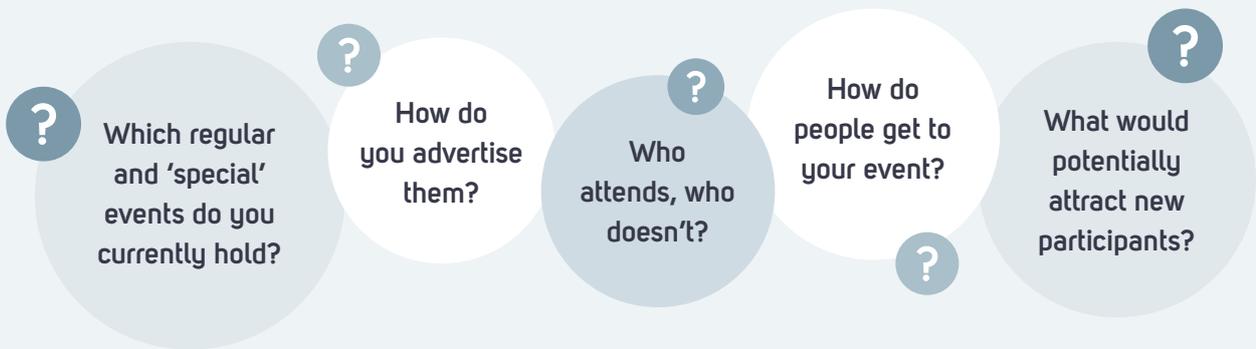
Migration into rural areas can revitalise and rejuvenate communities, it creates vibrancy and economic opportunities. We can achieve better settlement outcomes if we understand and address existing barriers.



- Hold a 'meet our street' gathering like a picnic, BBQ or 'driveway drinks' and invite everyone to join in. Awareness initiatives like **Neighbours Day**⁴ and **Unity Week**⁵ in March as well as **Welcoming Week**⁶ in September are great incentives to organise a special get together. Offer activities that encourage engaging interactions, but don't require fluency in English language (e.g. games). An **Activity Trailer**⁷ can provide great resources for your street events!
- Consider starting a neighbourhood group chat on social media.
- Consider having a designated 'Welcome contact person' who takes the lead on welcoming new neighbours and offers their phone number for questions.
- Keep a list of names and numbers and update it frequently – copy and share with people. Letterbox drops reach those who aren't on social media.
- Think about a 'welcome ritual' for people who move into your street – maybe bring them some baking or invite to your place for afternoon tea.
- Do you have a 'bumping space' or could you create one? A bench and table, a small playground, a book swap or sharing shelf invite people to stop and interact.
- What else is available? Are cultural and religious institutions as well as support services accessible?
- Whilst we don't like thinking about disasters, it's always better to be safe than sorry... Get prepared together, inspire each other to pack a **grab bag**⁸ and discuss developing a shared community **preparedness plan**⁹.
- Get in touch with your local **Neighbourhood Support**¹⁰ coordinator for support and inspiration.



Top tips for hosting inclusive events



Start with the attendee experience

Begin your planning by asking, "How can we create an unforgettable experience for our attendees?" instead of starting with administrative tasks.

Involve diverse voices

Invite new people to join your planning committee and engage potential attendees through surveys.

Promote inclusivity

Advertise your event across various media channels, using multicultural imagery to emphasise that your gathering is inclusive and welcoming. Promote your event as 'inclusive and welcoming'.

Provide clear information

Ensure attendees have all the necessary details – dates, location, what to expect, and what to bring.

Foster a friendly and welcoming atmosphere

Introduce yourself and others to new participants, ask for their preferred names, provide name tags, use flags to indicate the languages spoken.

Ensure language diversity

Have multilingual helpers available to assist attendees, show guests around the facilities and explain where they can find key resources.

Prioritise accessibility

Consider both visible and invisible impairments to make your event accessible for everyone.

Promote safety

Use clear visual messages and pictograms to convey safety information.

Accessibility is being able to get in the building.
Diversity is getting invited to the table. Inclusion is having a voice at the table. Belonging is having your voice heard at the table!



Create ambiance

Play international music to foster a welcoming atmosphere. Create a world music play list. ('Radio Paradise' is a free app for diverse songs from all over the planet) Consider live cultural performances to engage attendees and their communities. Diverse performers will also bring their families, friends and supporters.

Diverse catering options

Provide a variety of food and drink choices, catering to different dietary needs (halal, vegan, etc.), and consider partnering with local migrant businesses for catering.

Encourage meaningful conversations

Invite discussions on a range of topics with open-ended questions related to attendees' interests. Utilise resources like DiversiTea Kōrero conversation starter cards or the InCommon¹¹ initiative for inspiration.

Offer engaging activities

Provide a mix of familiar and new activities to engage. Popular options include large outdoor games like Jenga and Connect 4, along with a craft table for all ages to do something 'hands on' and get creative.

Get creative with event names

Consider names like 'Fiesta' to add an international flair into your event.

Capture memories

Take photos for memories and future promotions, ensuring you have permission from all participants.

Encourage networking

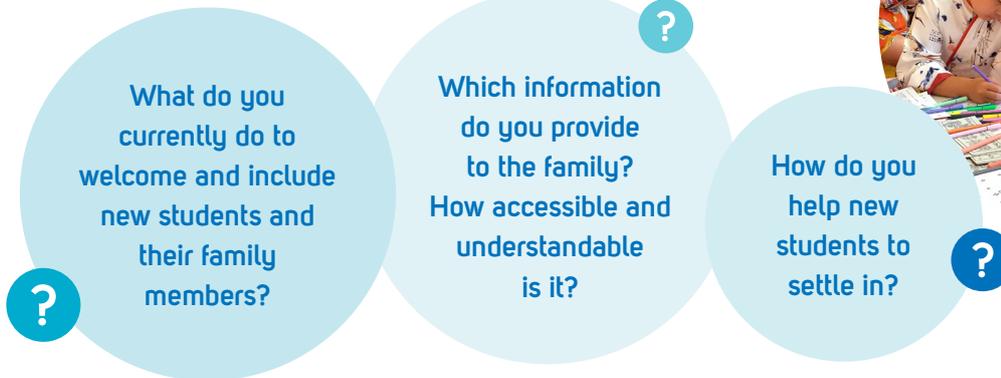
Facilitate interactions among guests, encouraging them to exchange contact information and discuss future meet-ups.

Gather feedback

Provide easy ways for attendees to give feedback so you can improve future events.



Top tips for inclusive schools and early childhood institutions



What do you currently do to welcome and include new students and their family members?

Which information do you provide to the family? How accessible and understandable is it?

How do you help new students to settle in?

New Zealand has a **Cultural diversity principle**¹²: “The curriculum reflects New Zealand’s cultural diversity and values the histories and traditions of all its people.”

Familiarise yourself with the details: **Cultural diversity principle – NZ Curriculum Online**¹³. You can download the Cultural Diversity Checklist from there which is a useful starting point for conversations with your team.

- Provide useful ‘welcome’ information to new families – ideally in their mother language.
- Ensure you book an interpreter if needed for parent interviews. If you are unsure of their mother language, this brochure can help families to self-identify the language they speak: **Which Language Do You Use?**¹⁴
- Involve everyone in inclusive activities – it’s a great life skill for students to learn how to be welcoming and develop an inclusive mindset.
- Think about a special ‘ritual’ each term to welcome all new students and their whānau.
- Learn about different countries, languages, cultures, and ways of doing things.
- Develop a ‘buddy training’ to ensure students who accompany newcomers know how to do this in a safe and supportive way.

- “Seeing yourself reflected in pictures and books means you matter.” Ensure that you have diverse resources available for your students.

- A simple way of acknowledging cultural diversity is providing crayons and other pencils in multiple skin tones to give adequate choices.



- Check out a **Diversity Calendar**¹⁵ for international cultural celebrations and **awareness days**¹⁶. Engage students in learning about them, encourage local celebrations, but be aware that ‘dress ups’ should be appropriate.

The latest **ERO report**¹⁷ shows that learners from ethnic communities achieve well at school but sadly encounter widespread racism. Inclusive initiatives and specific training workshops can help to educate better.

More useful information:

- **Unteach Racism: Teaching Council of Aotearoa New Zealand**¹⁸
- **NEA Guide – 10 Principles for Talking About Race in School.pdf**¹⁹
- **Lay the Groundwork – Social Inclusion & Action | Kōwhiri Whakapae**²⁰



Top tips for inclusive clubs and interest groups



- Many existing groups and clubs have their own 'culture' – how they dress, communicate, interact. They have 'unwritten rules'. Make yourselves aware of those rules and check how newcomers might feel about them. How do you treat people that don't fit in?
 - 'Go where the people are' – instead of expecting people to come to your venue/ premises, you could take your activities to a workplace or an event to introduce it to newcomers... Run an event at a different (public) venue, join expos and festivals, etc. If you only meet in your club rooms, it's harder to find and join you.
 - Ensure you are family-friendly – family members are welcome. Provide something for kids to do while their parents engage in your activities.
 - Hold open days to give people a casual opportunity to explore your venue and offerings for free. Think about a 'special' session for a particular group of people – this sounds counter inclusive because it excludes others, but it can help to make the 'target group' feel more comfortable (e.g. women only, teenagers only).
 - Whilst you probably specialise in a particular topic or interest, consider opening up and broadening your offerings. A good example are tennis clubs: they offer annual open days to give everyone a chance to 'have a go', but they have also started offering a new variety: 'pickle ball', which is popular around the world and has attracted many new members.
 - Think about 'globalising' what you offer. If CALD community members see something familiar, it might make it more appealing to come along...What kinds of sports are popular with the cultures living in your area? Could you incorporate some 'exotic' instruments in your music activities? Run a craft workshop teaching a technique originating from overseas?
 - Consider having activities happening outside the 'standard' weekday work hours.
 - Ask every member to 'bring a friend' for a special event.
 - Offer tiered fees and membership prices, 'pay it forward' options and 'first two sessions free' options help to make attendance financially accessible. Costs can be a significant barrier.
 - If you are a sports club, check whether your changing facilities are safe spaces for everyone.
 - When signing up new members, give them opportunities to self-identify their ethnicity and other information. Avoid using the 'other' option.
 - Collaborate with local newspapers and radio stations to share stories.
- Check out [Welcoming Clubs – building meaningful connections through sport](#)²¹ for some inspiring examples.

Top tips for inclusive volunteer organisations



Volunteering is fairly common in New Zealand – not necessarily in other countries. Many international migrants struggle to find work because they don't have local referees. Volunteer organisations can be very helpful by giving migrants something meaningful to do. They can support newcomers in making local contacts, understanding New Zealand organisations and providing a reference. New migrants can learn about our country and culture, share their skills and talents. That's win-win for everyone. Plus, it offers a pathway to civic participation and looks good on a CV.

The latest World's Volunteerism Report, *Building Equal and Inclusive Societies*, shows that *the ways in which volunteers and state authorities interact, collaborate and partner are vital for the achievement of the 2030 Agenda for Sustainable Development. UNV SWVR 2022*²². To achieve more equal and inclusive societies, stakeholders and volunteers will need to work in new ways so that the most marginalised and vulnerable groups can participate as equals. This means not only new structures and opportunities that facilitate participation but also a change in the mindset of all actors.

According to Volunteering New Zealand **Best Practice Guidelines**²³ 'a positive approach to diversity, inclusion and equity is in place' is the first principle for engaging with volunteers. Ideally you have an internal diversity and inclusion plan/guideline and a relevant policy in place.

If you want to invite migrants to volunteer for you, keep in mind that they often do a lot of informal volunteering within their cultural community. Many simply can't afford to volunteer because they need to spend all their time working and looking after family.



Some tips for your interactions with volunteers:

- Provide easily understandable information what your organisation is about, what your core values are and what kind of commitment is involved in volunteering for you.
- Ask potential volunteers about their skills, experience and aspirations instead of allocating tasks 'as usual'.
- Offer training opportunities for your volunteers to improve their cross-cultural competencies.
- Be transparent about your processes, expectations, ways of doing things within your organisation.
- Consider establishing a forum for exchange about all this diversity to create a (facilitated) safe space for important conversations.
- Reflect on how you hold your meetings. Implement engaging and interactive techniques that encourage everyone to have their say. One proven method to practise taking different viewpoints and including individual thinking styles is Edward De Bono's **Six Thinking Hats**²⁴.

Being aware of micro-exclusions

Micro-exclusions often happen without us noticing them. We refer to 'insider' knowledge, use specific terminology, assume that everyone understands what we're talking about, give 'hints' via body language. One way to counter micro-exclusions is to encourage their antidote, the micro affirmation.

"Micro-affirmations are tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening." PROF. MARY ROWE

Other examples of micro-affirmations are recognising achievements, asking others for their opinions, using friendly gestures and facial expressions as well as taking genuine interest in someone's life.

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If we expect people to fit in, we lose out on the benefits of diversity – we remove different attitudes, approaches and ways of doing things.

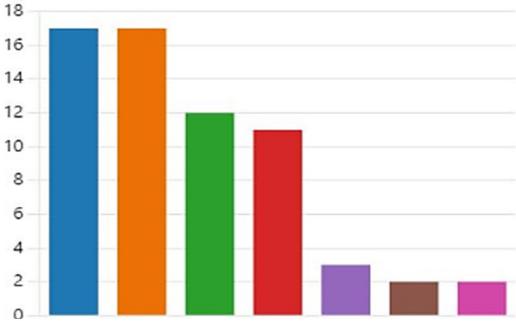


Feedback from local migrant community members

What is (most) important to you regarding activities (multiple answers possible):

[More Details](#)

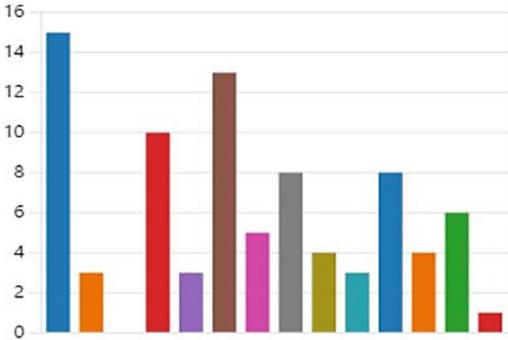
● Family-friendly	17
● Free of cost	17
● Knowing someone who is there	12
● Accessible venue	11
● Transport support	3
● Interpreters available	2
● Other	2



How do you usually find out what's happening:

[More Details](#)

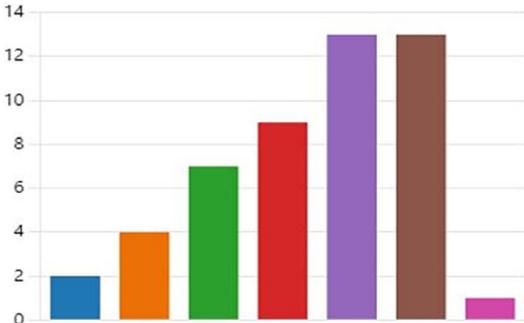
● Facebook	15
● Instagram	3
● Snapchat	0
● Email	10
● WhatsApp	3
● My friends	13
● My colleagues at work	5
● Newsletter	8
● Community newspapers	4
● Radio	3
● Poster (noticeboards/ shop win...)	8
● Flyers	4
● Schools (newsletters, other infor...)	6
● WeChat	1



What times suit you best to attend events or join community activities:

[More Details](#)

● Weekday morning	2
● Weekday afternoon	4
● Weekday evening	7
● Weekend morning	9
● Weekend afternoon	13
● Weekend evening	13
● Other	1



What would you like others to know and understand about your culture?

Typical cuisine, dances like csardas

Rich culture which we love to share with others. Most Indians are religious, soft spoken and believe in sharing

We are all people

English is hard for us!

That just because we have an accent, it doesn't mean that we are different

That others know about how friendly we are.

Lifestyle and music

We are traditional

I would like people to know more about the Afro-Colombian culture of Colombian descent and that we come from Colombia, but we have different ways of dressing or speaking. We are hard-working and strong people

The value we give to friendship and sharing an event with some friends

Love of food and music and family friendly

That I'm not Māori

History, particularly migration, and musical traditions

Children are the heart of our families. Hungarians are hardworking and love eating and spending time together with friends and family

Long history, tradition, diversity

What motivates you to attend a local event or join a group? What would encourage you and others of your cultural group to participate locally?

Interact with people

Connecting, meeting people, play games

Community. Not having family close by and needing to make my own

I am motivated by the fact that I love culture, integration, sharing with people, and I really want to show our culture and what we like, and it is the way to integrate with other cultures

Get to know different people and their culture but also their specific meals

Public events that celebrate cultures and traditions

Like-minded people

I love the cultural activities, food from other countries and music

A celebration and accessible cost to attend. Doesn't need to be free

Would like to see some known faces in the group or event I plan to attend

Free access, available on different days, diversity in groups (speaking on behalf of our Pasifika community this can be intimidating) or tailored to specific communities

If I know someone else attending, if I know the date well in advance

Interest in different cultures

Common interests, particularly in music and environment

Everyone loves to attend events and sometimes it clashes with other things, but love to always support any local event. Also, the food, gotta love the food as well

Food. Free entertainment. Family focused

Not having to spend much money, a relaxing atmosphere, enjoying the beautiful outdoors

Cultural events to explore our culture and love to welcome all locals in our culture

Glossary



BIAS

A disproportionate inclination or preconceived opinion towards or against an idea/ thing/group of people, usually in a way that is inaccurate, closed-minded, prejudicial, or unfair.

CALD

Culturally and linguistically diverse

CODE-SWITCHING

Talking and/or behaving like the majority group around us to fit in and integrate.

CULTURE

A set of distinctive spiritual, material, intellectual and emotional features of a society or social group. It encompasses art and literature, lifestyles, ways of living together, value systems, traditions and beliefs ([UNESCO](#)²⁵). 'How we do things in a group of people without thinking about it.'

DEI&B

Diversity, equity, inclusion and belonging.

DIVERSITY

Individual differences providing a unique mix of perspectives, talents, ways of doing things.

EQUITY

Everyone achieving equal outcomes. It refers to fairness and justice and is distinguished from equality which means providing the same to all. Equity means recognising that we do not all start from the same place and must acknowledge and adjust imbalances.

ETHNICITY

A choice/measure of cultural affiliation. It is not a measure of race, ancestry, nationality, or citizenship. Ethnicity is self-perceived, and people can belong to more than one ethnic group.

INCLUSION

A process to enable all individuals to feel respected, valued and fully participate.

INTERSECTIONALITY

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) intersect/ combine/ overlap, especially in the experiences of marginalised individuals or groups.

NATIONALITY

Your status of belonging to a particular nation as shown in your passport/ID.

OTHERING

Refers to the way in which some individuals and groups are defined as not fitting within a certain group or community.

STEREOTYPE

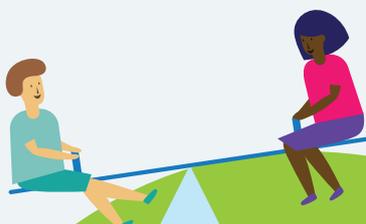
A widely held but fixed and oversimplified image/ idea/ generalised belief of a particular type of person or thing.

TANGATA TIRITI

A modern Māori language term which means 'people of the treaty' and refers to all non-Māori citizens and residents of Aotearoa New Zealand.

THIRD CULTURE KID

Someone who was raised in a culture other than their parents' culture, or the culture of their country of nationality.



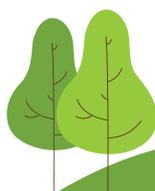
Links to other relevant resources

- **Poster – Which Language Do You Use?**
<https://www.ethniccommunities.govt.nz/assets/Inter-cultural-capability-/AOG-Which-Language-Do-You-Use-Poster.pdf>
- **New to Tasman**
<https://www.tasman.govt.nz/my-community/new-to-tasman/>
- **In Common**
<https://incommon.org.nz/>
- **Diversi-Tea Korero Starter cards**
<https://mentalhealth.org.nz/resources/resource/diversi-tea-korero-starter-cards>
- **Ministry for Ethnic Communities Resources**
<https://www.ethniccommunities.govt.nz/resources/>
- **Inclusive Language Guide**
<https://policy-practice.oxfam.org/resources/inclusive-language-guide-621487/>
- **Diversity Works New Zealand Resources**
<https://mynetwork.diversityworks.nz/resources/other-resources>
- **Prof James Liu, Navigating Identity and Belonging in Aotearoa New Zealand**
https://www.youtube.com/watch?v=_7Jn2JxWkik
- **What Is Belonging? Six Insights from a WES Twitter Chat**
<https://wenr.wes.org/2022/10/what-is-belonging-six-insights-from-a-wes-twitter-chat>
- **10 simple actions Australian can take to be more inclusive**
<https://www.inclusiveaustralia.com.au/resources/10-simple-actions-australian-can-take-to-be-more-inclusive>
- **Why diversity and inclusion efforts often fail, despite lots of effort**
<https://apolitical.co/solution-articles/en/why-diversity-equality-inclusion-efforts-fail>
- **Community perceptions of migrants and immigration**
<https://www.mbie.govt.nz/dmsdocument/14732-community-perceptions-of-migrants-and-immigration-dec-2020>
- **Place Summaries | Tasman Region**
<https://www.stats.govt.nz/tools/2018-census-place-summaries/tasman-region#ethnicity-culture-and-identity>
- **23 people, 230 seconds, 2/3 questions, 23 photographs**
https://www.youtube.com/watch?v=jTN8n7Pok_s
- **Asian and lonely**
<https://loneliness.org.nz/lonely/minority/asian/>
- **Hate crime**
<https://www.victimsupport.org.nz/crimes-and-traumatic-events/hate-crime>
- **Community Agencies and Services**
<https://www.multiculturalnt.co.nz/community-services/agency-links/>
- **Aotearoa Data Explorer – Ethnicity**
<https://bit.ly/40aj9VU>



Links from throughout this document

1. <https://www.un.org/en/about-us/universal-declaration-of-human-rights>
2. <https://tikatangata.org.nz/human-rights-in-aotearoa/human-rights-and-te-tiriti-o-waitangi>
3. <https://treatypeople.org/languages/>
4. <https://neighboursaotearoa.nz/community-toolkits>
5. <https://www.unityweek.co.nz/>
6. <https://www.immigration.govt.nz/about-us/what-we-do/welcoming-communities/welcoming-week-te-wiki-o-manaaki>
7. <https://www.clmnz.co.nz/richmond/activity-trailer/>
8. https://www.consumer.org.nz/articles/how-to-make-a-home-emergency-kit?gad_source=1&gclid=Cj0KCQjwxqayBhDFARIsAANWRnSENDXIn1sLWlscQzlrHpzn6xTZBYDZOTy2wnquBmgBvujDSAWHU8saAk1aEALw_wcB
9. <https://getready.govt.nz/prepared/household/make-a-plan>
10. <https://www.neighbourhoodsupport.co.nz>
11. <https://incommon.org.nz/>
12. <https://nzcurriculum.tki.org.nz/The-New-Zealand-Curriculum>
13. <https://nzcurriculum.tki.org.nz/Principles/Cultural-diversity-principle>
14. <https://www.ethniccommunities.govt.nz/assets/Inter-cultural-capability-/AOG-Which-Language-Do-You-Use-Brochure.pdf>
15. https://diversityworks.nz/media/5977/diversity-calendar_2024.pdf
16. <https://www.education.govt.nz/early-childhood/teaching-and-learning/learning-ideas/#Awareness>
17. <https://ero.govt.nz/news/new-zealands-learners-from-ethnic-communities-achieve-well-at-school-but-encounter-widespread-racism>
18. <https://teachingcouncil.nz/resource-centre/unteach-racism/>
19. <https://www.nea.org/professional-excellence/student-engagement/tools-tips/10-principles-talking-about-race-school>
20. <https://kowhiti-whakapae.education.govt.nz/social-emotional/social-inclusion-action/lay-the-groundwork>
21. <https://welcomingclubs.org.au/>
22. <https://swvr2022.unv.org/>
23. <https://www.volunteeringnz.org.nz/best-practice-guidelines-new/>
24. <https://www.youtube.com/watch?v=uYBaSZYZ3sl>
25. <https://www.unesco.org/en/culture/about>



Community is much more than belonging to something; it's about doing something together that makes belonging matter.





26363 Hot House Creative



**Welcoming
Communities**
TE WAHAROA KI NGĀ HAPORI



tasman
district council

Te Kaunihera o

te tai o Aorere