20 March 2024

[redacted]
Labour Leader's Office
[redacted]

Ministry for Ethnic Communities
Te Tari Mātāwaka

Our ref: OIA 2324-0527/0683

Tēnā koe [redacted]

Response to your Official Information Act request

Thank you for your emails of 23 January and 1 March 2024 to the Ministry for Ethnic Communities (the Ministry) requesting the following information under the Official Information Act 1982 (the Act):

A) *Copies of all advice, briefings, memos or any other documents provided by your agency staff or representatives regarding the roles and responsibilities of ministers, their portfolio, policies, and upcoming work since 20 November 2023.*
B) *Copies of all advice, briefings, draft briefings to incoming ministers, memos or any other documents provided by your agency staff or representatives briefing the incoming minister, since 20 November 2023.*
C) *Any secondary briefing provided by your agency to your agency's minister/s since 27 November 2023*

In response to your requests, eight documents have been identified within scope, and are summarised in the document schedule below.

The *Briefing to the Incoming Minister for Ethnic Communities 2023*, was proactively published on the Ministry's website on 1 February 2024, and can be found at www.ethniccommunities.govt.nz/assets/Resources/Proactive-Release/BIM-Nov-23_R.pdf. As such, this part of your request has been refused under section 18(d) of the Act, as the information is publicly available.

The remaining seven documents are being released to you, with certain information within the documents withheld under the following sections of the Act:

9(2)(a)	protect the privacy of natural persons,
9(2)(f)(iv)	to maintain the confidentiality of advice tendered by Ministers of the Crown and officials,
9(2)(g)(i)	the free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any department or organisation in the course of their duty,
9(2)(g)(ii)	to maintain the effective conduct of public affairs through the protection of such Ministers, members of organisations, officers, and employees from improper pressure or harassment, and
6(a)	to not prejudice the security or defence of New Zealand, or the international relations of the Government of New Zealand.

As is required by section 9 of the Act, I have considered whether the grounds for withholding information under section 9(2) of the Act are outweighed by other considerations which would make it desirable, in the public interest, to make that information available. In this instance, I do not consider that to be the case.

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Under section 28 of the Act, you have the right to seek an investigation and review by the Office of the Ombudsman of my response relating to this request. The relevant details can be found on their website at: www.ombudsman.parliament.nz

Please note, due to the public interest in our work, the Ministry may publish responses to requests for official information on our website, shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team: Ministerial@ethniccommunities.govt.nz.

Ngā mihi

Edward Firth
Director of Ministerial Services

Proactively Released by the Ministry for Ethnic Communities

Document Schedule

No.	Date	Title	Comments
1	24/11/2023	Briefing: *Briefing to the Incoming Minister for Ethnic Communities 2023*	Refused under section 18(d) of the Act, as the information is publicly available.
2	7/12/2023	Briefing: *The Ministry's Security and Resilience Work Programme*	Some information withheld under sections 9(2)(a), 9(2)(f)(iv), 9(2)(g)(i), 9(2)(g)(ii) and 6(a).
3	7/12/2023	Briefing: *The Ministry's Health Work Programme*	Some information withheld under section 9(2)(a) of the Act.
4	7/12/2023	Briefing: *The Ministry's Indicator Report Work Programme (State of the nation)*	Some information withheld under sections 9(2)(a) and 9(2)(f)(iv) of the Act.
5	7/12/2023	Briefing: *The Ministry's work on Disruptive Events*	Some information withheld under section 9(2)(a) of the Act.
6	7/12/2023	Briefing: *The Ministry's work on Belonging and Cultural Identity*	Some information withheld under section 9(2)(a) of the Act.
7	7/12/2023	Briefing: *The Ministry's Draft Economic Development Work Programme*	Some information withheld under sections 9(2)(a) and 9(2)(f)(iv) of the Act.
8	7/12/2023	Briefing: *The Ministry's Diversity and Inclusion Work Programme*	Some information withheld under section 9(2)(a) of the Act.

Proactively Released by the Ministry for Ethnic Communities

Ministry for Ethnic Communities Te Tari Mātāwaka

Hon Melissa Lee
Minister for Ethnic Communities

Briefing: The Ministry's Security and Resilience Work Programme

Date: 7 December 2023
Priority: Routine

Key details
This is an introductory briefing on the Ministry's Security and Resilience Work Programme. We seek an opportunity to engage with you on your expectations for community engagement, how you would like to update your colleagues on the programme, and your preferred option on a funds transfer for the programme budget.

Action sought	Timeframe
Agree to a meeting with officials to discuss your priorities and matters of interest in the Security and Resilience work programme. **Discuss** with officials your preferred option for a funds transfer for the Security and Resilience Programme budget.	22 December 2023

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1st contact
s9(2)(a) and s9(2)(g)(ii)	Government Relations and Policy Lead, Security and Resilience	s9(2)(a)	
	Director, Security and Resilience	s9(2)(a)	✓
Pratima Namasivayam	Deputy Chief Executive, Policy and Analytics	s9(2)(a)	

Return electronic document to:	Ministerial@ethniccommunities.govt.nz
Cohesion reference	EC23-4680

Mervin Singham
Chief Executive

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Purpose

1. This briefing:

   1.1 provides you with an introduction to the Ministry's Security and Resilience Work Programme; and

s9(2)(f)(iv), s9(2)(g)(i) and s6(a) [redacted]

Executive Summary

2. Foreign interference is a core national security issue in New Zealand, identified in the national security strategy and a recent threat environment report. The Ministry has been appointed as the lead agency for engaging ethnic communities through a four-year work programme due to its expertise and relationships with communities. Budget 2023 provided $2.25 million per year, for the next four years. The programme will strengthen the Governments' evidence base from ethnic communities' experiences with foreign interference, and support and build their resilience. The programme will also build capacity in the public sector to respond to foreign interference in ethnic communities. s9(2)(f)(iv), s9(2)(g)(i) and s6(a) [redacted]

Strategic context

Foreign interference in New Zealand

3. Foreign interference is an act by a foreign state, often acting through a proxy, that intends to influence, disrupt, or subvert New Zealand's national interests by deceptive, corruptive, or coercive means. Several foreign states engage in interference within New Zealand. Some interfere persistently and with risk of significant harm to our national security, governance structures, democracy, economy, and social cohesion. Foreign interference can manifest in a range of ways and is **a growing problem in New Zealand**, as it is globally.

4. Foreign Interference is one of the core national security issues in New Zealand's National Security Strategy 2023-2028. The Department of the Prime Minister and Cabinet (DPMC) coordinates a cross-government Countering Foreign Interference Work Programme. This is a broad work programme that examines risks and threats across multiple areas, including government and electoral systems, economic coercion, academia, media, communities, sensitive technology, critical national infrastructure, and control and access risks. s9(2)(f)(iv), s9(2)(g)(i) and s6(a) [redacted]

5. s9(2)(f)(iv), s9(2)(g)(i) and s6(a) [redacted] The New Zealand Security Intelligence Service's (NZSIS) *New Zealand Security Threat Environment* 2023[1] report highlights the

[1] New-Zealands-Security-Threat-Environment-2023.pdf (nzsis.govt.nz), August 2023.

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activities of three states in particular: the People's Republic of China, the Islamic Republic of Iran, and Russia.

The Ministry's role in addressing Foreign Interference in New Zealand

6. As you are well aware, the Ministry for Ethnic Communities is the Government's Chief Advisor on ethnic communities in New Zealand. The Ministry has long standing relationships with ethnic communities, brokering relationships and partnerships between government agencies and ethnic communities. Work addressing foreign interference involves sensitive engagement with communities which requires very high trust and excellent community awareness to receive actionable insights from communities.

7. In November 2021, Cabinet directed that DPMC engage with other relevant agencies to scope and identify a lead for an engagement programme with communities affected by foreign interference, which aims to build awareness, resilience, and government-community relationships to respond to and mitigate against foreign interference risks.

8. In July 2022, the then Minister for Diversity, Inclusion and Ethnic Communities was asked by the then Prime Minister to take a leadership role in guiding the development of this engagement programme. The Ministry for Ethnic Communities was appointed as the lead agency for engaging ethnic communities and it secured funding for the programme in Budget 2023 for four years.

s9(2)(f)(iv), s9(2)(g)(i) and s6(a)

[redacted]

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Pages 4 - 11 are withheld under sections 9(2)(a), 9(2)(f)(iv), 9(2)(g)(i), 9(2)(g)(ii) and 6(a)

Ministry for Ethnic Communities
Te Tari Mātāwaka

Hon Melissa Lee
Minister for Ethnic Communities

Briefing: The Ministry's Health Work Programme

Date: 7 December 2023
Priority: Routine

Key details
This paper provides you with an introductory briefing on the Ministry's Health work programme and seeks a meeting to engage with you to discuss your priorities and matters of interest in this area.

Action sought	Timeframe
Agree to a meeting with officials to discuss the elements of the Health work programme and your priorities and matters of interest in this area.	22 December 2023

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1st contact
Gwen Rashbrooke	Director of Policy	s9(2)(a)	
Pratima Namasivayam	Deputy Chief Executive Policy and Analytics	s9(2)(a)	✓

Return electronic document to:	Ministerial@ethniccommunities.govt.nz
Cohesion reference	EC23-4694

Mervin Singham
Chief Executive

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Purpose

1. This briefing:

   1.1 provides you with an introductory briefing on the Ministry's Health work programme;

   1.2 sets out questions that officials would appreciate your early steer on; and

   1.3 seeks a meeting to engage with you on your priorities and matters of interest in this area.

Executive summary

2. Ethnic communities have told us that good health outcomes are very important to them, but they continue to experience barriers to access culturally and linguistically appropriate health services. There is concern that their needs are invisible. And the paucity of disaggregated data means it is often difficult to assess the scale and size of the need.

3. To alleviate some of these concerns, the Ministry is working with relevant Health agencies[1] on 7 specific actions. The actions relate to ensuring visibility at the strategic level (e.g., reflecting needs in the New Zealand Health Strategy), improving the evidence-base, interpretation services, support for the survivors of the terror attacks in Christchurch and mental health for the Asian community.

4. In addition, the Ministry has developed a range of health videos with language translations, available on our website and social media.

5. Strategic opportunities in the health system that would make a difference for ethnic communities include working with your ministerial colleagues to improve mental health services, and looking at ways to better recognise people with overseas medical qualifications and experience for accreditation in New Zealand including consideration of an occupations tribunal.

6. We seek a meeting with you on your priorities and matters of interest in this area at your earliest convenience.

Strategic context

Ethnic communities experience barriers to health services

7. Good health is a key enabler of people's participation in society and the economy[2]. But disaggregated health data on ethnic communities is limited and most of what we currently know relates to Asian communities[3]. In lieu of the data, engagement with ethnic communities over recent years has shown that they continue to experience barriers to access primary and mental health care and specialist health services. Barriers include the increasing cost of health care alongside a lack of language and

[1] Ministry of Health - Manatū Hauora, Te Whatu Ora – Health New Zealand and Te Aka Whai Ora – the Māori Health Authority

[2] Productivity Commission. (2023). *A fair chance for all.* Productivity Commission | A fair chance for all

[3] For example, as we set out in the BIM - The Asian population has substantially lower levels of enrolment with primary health organisations (90.1%) compared to European/other ethnic populations (99.0%) and Pacific peoples (93.8%); while enrolments are higher than Māori (82.9%). Fewer Asian adults report engaging with their General Practitioners (GPs) (66.5%) when compared to the overall population (73.9%). One in five Asian youth are forgoing healthcare, and do not access healthcare even when it is needed.

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cultural support, and racial discrimination[4]. Anecdotally, we hear of some ethnic communities more comfortable using Māori and Pasifika service providers.

8. Some ethnic communities report that they find it hard to navigate the health system. They would like to see more responsive and holistic community-based services that are culturally and linguistically appropriate[5]. This includes the need to improve the cultural competency of the health workforce, including awareness and capability to address the health needs and common illnesses of different ethnic groups.

The health workforce includes a high proportion of ethnic people

9. As at December 2022, Asian people accounted for almost a quarter of the total health workforce. By occupation group, Asian people represent 33.8% of nursing staff, 27% of resident medical officers and 18.2% of senior medical officers [6]. While ethnic communities make up a significant proportion of the health workforce, the broad need for cultural competency across the workforce continues to persist.

The health system is undergoing change

10. The Pae Ora (Healthy Futures) Act 2022 [7] (the Act) came into force on 1 July 2022. Background information about the reform is in Appendix A. The Ministry is hearing concerns from community stakeholders about aspects of the health reform.

11. In December 2022, ethnic health leaders set up the Ethnic Health Collective with the purpose to be 'an independent, bold, and trusted voice on ethnic health policy and service design'[8]. Since then, the Ethnic Health Collective has regularly raised concerns with the Ministry that the perspectives of ethnic people are not adequately reflected in the health reforms. More information about localities and the health strategies is set out below.

Localities

12. The Act introduces place-based planning for health and wellbeing services through localities and locality plans. This approach aims to give communities a strong voice in deciding what is needed in their local area; and get different health and wellbeing organisations working together better to improve people's healthcare experience. The development of the plans is the responsibility of the Regional Integration Teams in Te Whatu Ora - Health New Zealand.

13. One of the first localities to be rolled out is Ōtara-Papatoetoe, which has an Asian population of 35% and a combined African, Middle Eastern and Latin American population of 1%[9]. Some ethnic community stakeholders in this locality say they have had limited input into the Locality Plan and subsequently, it will not reflect their

[4] Engagement on the priorities of the Ministry for Ethnic Communities: https://www.ethniccommunities.govt.nz/assets/AboutUs/Engagement-on-the-Ministry-for-Ethnic-Communities-1-7-21.pdf.
[5] The Ministry of Health. (2023). *New Zealand Health Strategy*. New Zealand Health Strategy | Ministry of Health NZ.
[6] The Ministry of Health. (2023). *New Zealand Health Strategy*. New Zealand Health Strategy | Ministry of Health NZ
[7] The Pae Ora (Health Futures) Act 2022 is administered by the Ministry of Health.
[8] Our Work – Ethnic Health Organisation. The Collective includes health professionals, academics, researchers and community leaders including representatives from advocacy and service delivery groups such as The Asian Network Incorporated (TANI) and Asian Family Services.
[9] StatsNZ. *Census 2018*.

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priorities to the degree they think it should. There is concern that, as a result, service delivery will not meet their needs.

New Zealand Health Strategy

14. The Ministry has also heard from ethnic community stakeholders that the New Zealand Health Strategy does not adequately reflect their perspectives. Their concern is that this will mean their health needs remain unaddressed.

What does the Ministry's Health work programme look like?

15. The Ministry influences the health system by building and brokering strategic relationships with the Health agencies, which are the agencies that have the levers to make change in the health system. Our role includes collating and analysing existing data and providing secondary advice on those agencies' policy. As well, we have strategic relationships with ethnic communities and disseminate information and resources to help them navigate the health system, when needed.

16. We are working with the Ministry of Health (MoH) and Te Whatu Ora – Health New Zealand to progress work on 6 priorities that reflect current gaps. Addressing these gaps can lead to the long-term outcome of a more efficient health system that is inclusive of and accessible to all ethnic communities. Table 1 outlines the 6 priorities and progress since October 2022.

Table 1: Priorities, short-to-medium-term outcomes and progress since October 2022

Priority Action	Description	Short to Medium Term Outcomes	Progress
1. New Zealand Health Strategy, Government Policy Statement, and New Zealand Health Plan	Ensure that ethnic communities engage and play a strong role in shaping the strategic direction for health system reform.	The health system takes account of the unique needs of ethnic communities and ensures access to timely, high-quality care when people need it.	The Health Strategies were published in July 2023. Work on the Government Policy Statement and the New Zealand Health Plan is underway with completion expected by 30 June 2024.
2. Geographic spread	Understand the distribution of ethnic communities across the different regions of Aotearoa New Zealand and the provision of services for these communities.	Agencies have a better view of where ethnic communities live across New Zealand and locate services in places that are easy for ethnic communities to access.	Te Whatu Ora has district-level population projections from Stats NZ, which will help with service planning. Work is underway on the Ethnic Demographic Report, due in 2024 and on identifying ethnic health status by demographic group by geographical area.
3. Disaggregated data	Focus efforts to get disaggregated health data and better insights into the different ethnic communities.	Health providers can discern between the needs of different ethnic communities including needs related to gender, age, disability, or other intersectional qualities.	MoH is working to disaggregate data. Issues of privacy, confidentiality and data quality must be carefully managed, and the agency is exploring what can be done with pooled data, which combines years of survey data to give a large enough sample while protecting people's information and data quality.

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Priority Action	Description	Short to Medium Term Outcomes	Progress
4. Interpretation services	Find ways to improve the provision of interpretation services more widely across Aotearoa New Zealand.	Interpretation services are more available across the country and health providers can use them when working with speakers of other languages as required.	Te Whatu Ora plans to deliver interpretation services through its Asian and Ethnic Health Services business unit, and the consolidation of interpreting services in other parts of the country. This work is in its very early stages.
5. Ethnic health providers	Complete a stocktake of current Asian and other ethnic providers.	Agencies can fill service gaps by providing opportunities for connecting services and/or commissioning more ethnic health providers as required.	Te Whatu Ora stocktake of ethnic providers is underway and will be completed in the next few months.
6. Support for survivors	Continue to meet the need for psychosocial support for the survivors of the terror attacks in Christchurch.	Survivors can get timely trauma-informed mental health support in a culturally appropriate form.	Dedicated health funding for these services ended in June 2022. Services continue to be delivered with costs met from Te Whatu Ora baseline for at least the next financial year (2023/24).

17. A public sector governance group of senior officials oversees the work on these priorities and monitor progress.

18. In August 2023, the House of Representatives recommended that health agencies develop an action plan to address Asian communities' access to mental health services. This was in response to a petition that sought more funding and resources for social and health services targeted to Asian communities[10]. The then Minister of Health accepted this recommendation and informed the House that the 'group made up of senior leaders across the Ministry of Health, Ministry for Ethnic Communities, Te Whatu Ora and Te Aka Whai Ora [would] continue to progress action on the issues raised by the petitioner'. As a result, this work has been added as priority seven to the work of the governance group.

The Ministry is involved in other health-related matters

Health animation videos

19. Over the past year, the Ministry has collaborated with MoH to produce 11 short videos on different health topics and translate them into 19 languages[11]. The videos are available on the Ministry for Ethnic Communities website, YouTube, and social media platforms. They have received a positive response from our ethnic communities and

[10] Government Response to the Report of the Petitions Committee on The Petition of Eva Chen: Allocate sufficient funding and resources to support Asian migrant communities presented to the House of Representatives in accordance with Standing Order 256 J.1 (bills.parliament.nz) The Committee specifically recommended: "that the Government develop an action plan to address Asian communities' access to mental health services, based on lessons learned from the joint COVID-19 vaccination response. Both the Ministry for Ethnic Communities and the Ministry of Health should be involved in establishing this plan".

[11] Topics include COVID-19, men's health, women's health, mental health, children's health, youth health, immunisations, older person's health, anti-viral medicines, heart disease and diabetes.

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have been shared widely with other government agencies, health providers, and industry stakeholders.

20. The purpose of the videos is to support better outcomes for ethnic communities by increasing awareness and accessibility of health services and developing trust with government agencies and healthcare providers.

Family violence and sexual violence

21. Direct experiences of family violence and sexual violence, or exposure to it, has negative impacts on the health of communities, including our ethnic communities. Te Puna Aonui – the Interdepartmental Executive Board, leads cross-agency work to prevent and address family violence and sexual violence. Te Aorerekura is the National Strategy and Action Plan setting out 40 actions for government, tangata whenua, specialist sectors and communities to eliminate family violence and sexual violence[12]. One action, action 23, is specific to ethnic communities and is focused on developing prevention programmes for ethnic communities. This action is led by Ministry of Social Development.

Strategic opportunities

22. We consider that the strategic opportunities you have are to:

    22.1 discuss with the Minister of Mental Health ethnic communities' mental health needs, which go beyond the needs of only Asian communities that were discussed by the House and responded to by the then Government (see paragraph 18 above).

    22.2 work with your ministerial colleagues to look at ways to recognise people with overseas qualifications and experience. We understand that the Coalition Agreement between the National Party and ACT Party intends to better recognise people with overseas medical qualifications and experience for accreditation in New Zealand including consideration of an occupations tribunal. We have not seen this proposal progressed as part of the Government's 100-day Plan. We consider this an issue you could have an interest in, and that interest may go wider than medical qualifications and experience.

Your priorities and areas of interest

23. We are keen to talk to you about your priorities and matters of interest, and how best we can support you in this space. Specifically:

    23.1 Would you be interested in meeting with the Minister of Health and/or the Minister for Mental Health to talk about the work the agencies are doing and what you would like us to jointly focus on?

[12] The actions are led by the Te Puna Aonui agencies which are Accident Compensation Corporation, Department of Corrections, MoH, Ministry of Justice, Ministry of Social Development, New Zealand Police, Ministry for Children and the Ministry of Māori Development. The Ministry (along with other population agencies) is an associate member of the Board.

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23.2 Can we support you and your Ministerial colleagues meet with key ethnic community stakeholders to hear more about their concerns? We can assist you with this should you wish to meet with them.

Consultation

24. The MoH and Te Whatu Ora - Health New Zealand have been consulted on this advice.

Risks and Mitigations

25. No risks are associated with the proposals in this briefing.

Next steps

26. The Ministry is able to brief you more fully on any aspects of the health work programme, or any areas of interest to you arising out of this briefing.

Recommendations

We recommend that you:

27. **agree** to a meeting with officials to discuss elements of the Health work programme, your priorities and matters of interest. **Yes/No**

Hon Melissa Lee
Minister for Ethnic Communities

_____/_____/_____

List of Attachments

Appendix A: Pae Ora Act legislative instruments

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Appendix A: Pae Ora Act legislative instruments

1. The purpose of the Pae Ora Act is to "achieve equity in health outcomes among New Zealand's population groups [and] eliminate health disparities" to ensure everyone has a healthy future. The Act replaced district health boards with a national system made up of three entities: Ministry of Health (MoH) which is responsible for policy and administering legislation, and Te Whatu Ora Health New Zealand and Te Aka Whai Ora, Māori Health Authority, which are mainly responsible for operational policy, service planning, delivery and monitoring.

2. At current settings, system reform was designed to take at least three years, with a range of statutory instruments to be developed:

   2.1 *Government Policy Statement on Health* – to set priorities for the publicly funded health sector and clear parameters for the development of the New Zealand Health Plan. The Government Policy Statement must be in place within two years after the commencement of the Act.

   2.2 *Health Strategies* – six strategies were put in place in July 2023 to steer health entities in improving outcomes for people in New Zealand including different population groups who have been traditionally underserved within the health system[13]. There is no bespoke strategy for ethnic communities, and we have worked with MoH to increase the visibility of ethnic communities in the overarching New Zealand Health Strategy.

   2.3 *New Zealand Health Plan* – to provide a three-year costed plan for the delivery of publicly funded services by Te Whatu Ora and Te Aka Whai Ora. Te Pae Tata, the Interim New Zealand Heath Plan 2022, is in place and sets out the first two years of change. Work is underway on the next iteration of Te Pae Tata.

   2.4 *Localities and locality plans* – Localities are geographically defined areas that are each required to have a locality plan of at least three years' duration. The locality plan sets out priority outcomes and services for the locality based on engagement with families/whānau, communities and providers within the locality.

   2.5 *New Zealand Health Charter* – a statement of the values, principles and behaviours that health entities and workers in the health sector are expected to demonstrate.

[13] New Zealand Health Strategy (2023). New Zealand Health Strategy | Ministry of Health NZ. Other health strategies focus on Māori, Pacific peoples, women, disabled people and rural populations.

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Ministry for Ethnic Communities
Te Tari Mātāwaka

Hon Melissa Lee
Minister for Ethnic Communities

Briefing: The Ministry's Indicator Report Work Programme

Date: 07 December 2023
Priority: Routine

Key details
This paper provides you with an introductory briefing on the development of the Ministry's Indicator Report and seeks a meeting to engage with you on your priorities and matters of interest in this area.

Action sought	Timeframe
Agree to a meeting with officials to discuss your priorities and matters of interest in the development of the Indicator Report.	22 December 2023

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1st contact
Fiona Thomson	Director of Analytics, Monitoring and Evaluation	s9(2)(a)	✓
Pratima Namasivayam	Deputy Chief Executive - Policy & Analytics	s9(2)(a)	

Return electronic document to:	Ministerial@ethniccommunities.govt.nz
Cohesion reference	EC23-4704

Mervin Singham
Chief Executive

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Purpose

1. This briefing:

   1.1 provides you with an introduction on the development of the Ministry's Indicator Report Work Programme which will deliver the first baseline report to catalyse better use of data and evidence about ethnic communities in government decision-making;

   1.2 sets out questions that officials would appreciate your early steer on; and

   1.3 seeks a meeting to engage with you on your priorities and matters of interest in this area.

Executive summary

2. In late 2022, our small Analytics, Monitoring and Evaluation function was established to:

   2.1 to address the invisibility of our communities across the public sector due to the paucity of data and insights about our diverse ethnic communities;

   2.2 act as a catalyst to build and strengthen the evidence across the public sector to ensure the needs and contributions of ethnic communities are visible;

   2.3 collate and analyse available data, insights (based on our communities lived experience) and research to monitor and evaluate the effectiveness of interventions that affect ethnic communities' outcomes.

3. This function's priority is to develop and publish an Insights Report in 2024. This report will bring together, in one place the available evidence on how ethnic communities are doing in New Zealand. It will also call out areas where detailed and credible evidence is simply not collected or available. Central government, NGO's, private sector and communities will be able to use the report as a baseline data for tracking the progress of outcomes for ethnic communities. The baseline data will enable comparisons in outcomes across other populations.

4. Over time, as we have more data across years and across our population, we'll be able to draw on evaluative insights on what works to improve outcomes for ethnic communities. Such insights will be in future versions of the Insights Report.

5. We also highlight in this paper what we are doing to improve the accessibility and consistency of data collection for ethnic communities across the public service data system.

Strategic context

Strengthening the evidence base on the needs and contribution of ethnic communities to New Zealand

6. Ethnic communities in New Zealand **are the fastest growing population** and **becoming more diverse.** However, ethnic communities **are largely invisible in** public sector **data**. This means ethnic communities are missed in government investment, policy development and service delivery interventions.

7. We have consistently received strong feedback about this invisibility and the opportunity lost for targeted investment or intervention by government. Feedback has

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been provided by the private sector, communities leaders, peak bodies and other community groups.

8. The Ministry's Analytics, Monitoring and Evaluation function, established a year ago, is a small team of four people. We are committed to strengthening the evidence about ethnic communities. We are doing this focusing on:

   8.1 developing and publishing a baseline Indicator Report to track future outcomes and contribution as well as support policy development,

   8.2 working with agencies to improve the availability and consistency of detailed ethnicity data across government, and

   8.3 strengthening relationships between researchers and government to support better use of ethnic research and evidence in policy development.

9. Our work programme is set out below.

What does the Ministry's Indicator Report Work Programme look like?

The Current Work Programme

10. The development of the Indicator Report is a significant undertaking because it is the first time in New Zealand that such a report on ethnic communities will be developed. It is heavily reliant on successful collaboration with other agencies who collect the data we need.

11. The report will be structured around an outcomes framework. Details about this framework (a collection of selected outcomes and indicators/domains to measure those outcomes) are set out in Appendix A. This framework is based on Ministry's operational strategy and aligned to other relevant government frameworks – including Treasury's Living Standards Framework. This alignment will ensure consistency in measurement and evaluation of outcomes across population groups and government services.

12. Given the scale and nature of the report, it will be undertaken in two phases:

   12.1 **Phase one - completion of an internal draft data (quantitative) report**. We are in the final stages of this phase. A data stocktake has been completed to assess what detailed ethnicity data is available from various agencies. This has confirmed the general lack of detailed ethnicity data, inconsistencies and constraints. We are also exploring methods to make more data available.

   12.2 **Phase two - assessment of any data gaps and supplementing the report with qualitative research and community engagement.** We intend to enter this phase in early in 2024, with the expectation that community engagement will be completed before June 2024.

13. We are aiming to complete the requisite external peer reviews (to ensure robustness of the report) and aiming to publish the report before the end of 2024. This first report will provide the baseline for future monitoring around the provision and/or access to government services for ethnic communities.

Overcoming some of the challenges in producing the Indicator Report

14. The key challenges we have faced to-date in the development of the report are:

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14.1 inconsistencies in the collection of ethnicity data across the government due to a lack of data standards used across government;

14.2 data quality issues and inconsistency in how the data has been supplied;

14.3 data often not being readily usable. As a small function, we don't have the capability to process and/or the right data and analytical infrastructure to do this effectively and efficiently.

14.4 intersectional ethnicity data, such as gender identity, disability, and religion, is mostly non-existent.

15. We have attempted to address some of these by:

15.1 working with agencies to produce new detailed ethnicity data products, e.g. the recently released the Asian Labour Market Statistics Snapshot by Ministry of Business, Innovation and Employment (MBIE);

15.2 working with agencies on new methods to make more detailed data available from surveys, e.g. the Ministry of Health who have successfully released further detailed data to us form their New Zealand Health Survey;

15.3 supplement any data gaps with quantitative evidence from research and community engagement(s), as covered in para 12. Note, we co-hosted the first ethnic research hui in September 2023, with ethnic community researchers, government agencies, academia and practitioners. This network will be used to support this; and

15.4 taping into existing efficiencies within the public sector by partnering with the Social Wellbeing Agency to utilise their data and analytics platform in 2023/24 via a financial contribution, given data and analytical infrastructure of this nature are relatively expensive.

16. We also seek your support to raise the visibility of data needs for ethnic communities at a data system level in areas that are difficult for us to address. There are opportunities for you to do this, as covered in paragraph 26 below.

Future Opportunities

17. Following the publication of the first Indicator Report, the Ministry plans to publish regular key statistics on areas of community interest. This will provide ongoing visibility and better access to data which highlights ethnic communities perspectives for communities, NGO's, private sector and public sector agencies. Our aim it so publish regular Indicator Reports in the future.

Wider contextual information around the data system

18. There are two pieces of work led within the portfolio responsibilities of the Minister of Statistics and/or Stats NZ, that we set out below for your information as they might be of interest. This includes:

18.1 promoting the accessibility and consistency of data for ethnic communities across the data system; and

18.2 investing in the data system to raise the visibility of data needs for ethnic communities.

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Promoting the accessibility and consistency of data for ethnic communities across the data system

19. Recommendation 32 of the Report of the Royal Commission of Inquiry (RCOI) into the terrorist attack on Christchurch masjidain on 15 March 2019 highlighted the need for public sector agencies to prioritise the collection of data on ethnic and religious demographics to support analysis and advice on the implications of New Zealand's rapidly changing society, inform better policy making and enhance policy evaluation.

20. The lead Minister for this work is the Minister for Statistics. Stats NZ and the Ministry are jointly responsible to that Minister and are working together to lead the Government's response to this recommendation through two workstreams:

    20.1 ethnicity data – comprising of a review of the ethnicity data standard, and

    20.2 religious data – improved access to data enabling greater Indicator for and about faith-based communities.

21. s9(2)(f)(iv)

22. [redacted]

Investing in the Data System to raise the visibility of data needs for ethnic communities

23. As part of its Government Chief Data Steward (GCDS) role, Stats NZ is also leading work to explore options to enhance the visibility of Populations of Policy Interest and intersectionality by helping to shape how the data system responds to priorities listed in the Data Investment Plan (the Plan). This plan supports a more co-ordinated and systematic approach to investment across agencies and to improve community-level data, enhance the visibility for migrants and refugees, ethnic minority groups, geographic communities and socially and economically excluded groups across dimensions within the Plan.

Your priorities and areas of interest

24. The Indicator Report will be released by the Ministry following official statistics release protocols, as standard practice, to ensure the impartiality of the results. We will keep you updated on progress. Once the report is finalised, we will provide you with an embargoed copy (and supporting FAQs highlighting key findings for any enquiries your office might receive) prior to the formal publication of the report on our website.

25. As this stage, we are keen to hear about your priorities or any other areas of interest in the domains/indicators that we will be focusing on in the Indicator Report. For example, are there any areas that you would like us to pay particular attention to in the Indicator Report?

26. s9(2)(f)(iv) [redacted]

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s9(2)(f)(iv)

[redacted]

Risks and Mitigations

27. Ethnic communities have high expectations around the use of the Indicator Report for evidenced-based policy. Given the system barriers noted in this paper, the report may not contain all the information that many of our communities might be looking for. We will continue to manage community expectations during the development of the report (especially at Phase 2). While the Ministry will inform agencies about the report findings, there is a risk that at a system level there is not much notice or uptake. We will look at opportunities to embed visibility and uptake, including opportunities for you to highlight, should you wish to.

Recommendations

We recommend that you:

28. **agree** to a meeting with officials to discuss your priorities and matters of interest in the Indicator Report work programme. **Yes/No**

Hon Melissa Lee

Minister for Ethnic Communities

_____/_____/_____

List of Attachments

Appendix A: Outcomes Framework

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Appendix A: Outcomes Framework

The Indicator Report will be structured around the following outcomes framework which link to the Ministry's strategic priorities:

Vision	**An Aotearoa New Zealand where everyone feels welcome, safe, included and valued.**		
Outcome	**New Zealanders value diversity and actively include ethnic communities across all spheres of public life.**	**Ethnic communities have access to and experience positive outcomes from high quality public services.**	**More ethnic communities are gainfully employed and continue to make a strong contribution to New Zealand's economy.**
Outcome description	This means that Aotearoa New Zealand: • Is a truly inclusive and a safe place to live where ethnic communities can participate fully and harmoniously in all aspects of public life without fear of discrimination, racism, bias or abuse • Enables ethnic communities to freely express themselves, their culture and identity, be recognised for who they are; and to feel they belong and connected within their own community and to wider society • Empowers ethnic communities to make their voices heard and are recognised in important conversations, including when engaging with Government • Provides enabling environments for the vulnerable and marginalised ethnic population groups (such as those from the rainbow community, former refugees, older people, disabled people, women and youth).	This means that the system: • Is more responsive to the diverse needs and aspirations of ethnic communities. • Designs and delivers better services to address the challenges and provide opportunities for ethnic communities • Ensures equitable access for ethnic communities to employment, housing, social welfare, health (including mental health), education, business support and immigration services	This means that ethnic communities, including former refugees, recent migrants and vulnerable groups: • feel empowered to pursue jobs, careers and business opportunities that match their skills, experience, and aspirations. • thrive at every stage of their employment journey and business ventures. • experience significant improvements in employment and business outcomes and increasing financial security. • are recognised as critical contributors to the economy and feel valued in workplaces both as employers and employees.
Domain and Indicators	**Diversity and inclusion** • Acceptance of diversity • Ability to express identity • Ability to be themselves • Value of diversity • Sense of purpose • Life satisfaction • Intercultural capability • Representation in parliament and government boards **Justice and safety** • Crime and victimisation • Cultural safety • Experience of prejudice and intolerance • Feeling of safety • Human rights violation and abuse • Emergency preparedness **Connectedness and belonging** • Community involvement • Social contact • Social connectedness • Isolation and loneliness • Volunteering • Sense of belonging to ethnic group • Sense of belonging to places • Sense of belonging to places among vulnerable groups **Engagement and voice** • Civic engagement and participation • Representation in local and national government • Access to funds for ethnic communities • Relative confidence/ trust in key institutions • Foreign interference **Work and employment** • Ethnic representation in workforce, including in senior leadership • Representation in the public workforce, senior leadership	**Health and wellbeing** • General health • Mental wellbeing • Spiritual wellbeing • Addiction and self-harm • Representation in health workforce • Subjective wellbeing **Knowledge, education and skills** • Participation in different levels of education, including technical and vocational skills training and completion • Educational achievement • Literacy and numeracy skills • English literacy skills **Housing** • Home ownership • Housing affordability • Housing quality • Household crowding and homelessness **Work and employment** • Employment/job placement support **Income, consumption, and wealth** • Access to social welfare support services for ethnic communities (including vulnerable groups) in times of emergencies/shocks **Diversity and inclusion** • Recent migrant and refugee settlement experience • Recognition of international education and qualifications **Justice and safety** • Feeling of safety • Family violence/sexual violence • Counselling and support • Legal advice and representation	**Work and employment** • Representation in workforce, including in senior leadership • Representation in the public workforce, including in senior leadership • Employment/job placement support • Labour force and employment outcomes • Job and skills matching • Job satisfaction • Pay gap • Value of unpaid work • Volunteering • Recognition of education and international qualification **Income, consumption and wealth** • Income and income adequacy • Income inequality • Net worth • Child poverty • Material hardship • Welfare receipt **Business Development** • Business ownership and performance • Business support • Public revenue contribution • Research and innovation • Market access

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Ministry for Ethnic Communities
Te Tari Mātāwaka

Hon Melissa Lee
Minister for Ethnic Communities

Briefing: The Ministry's work on Disruptive Events

Date: 7 December 2022
Priority: Routine

Key details
This paper provides you with an introductory briefing on the Ministry's Disruptive Events work and seeks a meeting to engage with you on your priorities and matters of interest in this area.

Action sought	Timeframe
Agree to a meeting with officials to discuss your priorities and matters of interest in the Disruptive Events work.	22 December 2023

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1st contact
Pratima Namasivayam	Deputy Chief Executive, Policy and Analytics	s9(2)(a)	
Fleur Murray	Deputy Chief Executive - System Capability and Programmes	s9(2)(a)	✓

Return electronic document to:	Ministerial@ethniccommunities.govt.nz
Cohesion reference	EC23-4692

Mervin Singham
Chief Executive

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Purpose

1. This briefing:

   1.1 provides you with an introductory briefing on the Ministry's work on Disruptive Events work;

   1.2 sets out a set of questions that officials would appreciate your early steer on; and

   1.3 seeks a meeting to engage with you on your priorities and matters of interest in this area.

Executive summary

2. New Zealand faces a range of complex hazards and threats, with the potential to have serious, long-term effects on the wellbeing and economic prosperity of ethnic communities. The North Island weather events, the COVID-19 pandemic and the March 15 terrorist attacks are some examples of major disruptive events that have had a significant impact on ethnic communities.

3. The impact of disruptive events on ethnic communities can be complex. They have intersecting experiences which can make them more vulnerable and less resilient in times of emergency. This includes language and/or cultural barriers, geographic isolation and lack of access to official emergency information which has been translated into multiple languages.

4. The Ministry works in a few key areas to ensure the needs of ethnic communities are addressed in times of emergency:

   4.1 **Building insights and brokering relationships**. The Ministry is able to mobilise and provide insights on issues affecting ethnic communities during disruptive events, through our relationships with community leaders and service providers. These insights are critical for supporting public-sector, Ministerial and Cabinet decision-making.

   4.2 **Building tools to improve access to government information and services**. The Ministry has collaborated with responsible agencies to develop tools to improve ethnic communities' access to official emergency information.

5. We have not yet undertaken any work focussed on **long-term system resilience** and are keen to explore whether you would like us to investigate opportunities in this area.

6. We seek a meeting to engage with you on your priorities and matters of interest in this area at your earliest convenience.

Strategic context

7. New Zealand faces a range of hazards and risks. Some of these are readily identified (such as earthquakes, volcanoes, or extreme weather) and others are hard to predict (such as COVID-19 and other disruptions from international sources). Disruptive events not only create tangible costs of damage and rebuild to the built environment, but also create complex social and economic disruption. We have seen flow on effects to small and medium-sized businesses, through to employment, psychosocial trauma, community displacement and the creation or exacerbation of social issues.

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8. When the impacts of one disruptive event overlap with another, the compound effects are even more severe. This can be seen in the case of the lingering effects of the COVID-19 pandemic and the impacts of the recent North Island weather events (the cyclone and flooding which occurred around the same time in early 2023).

Ethnic communities are particularly vulnerable to the impacts of disruptive events

9. Ethnic communities can be among the hardest hit in major disruptive events, yet they are also among the underserved. Some face immense difficulty in coping and bouncing back from the concurrent impacts of disruptive events. Ethnic communities have intersecting experiences which can make them more vulnerable and less resilient in times of emergencies. For example:

    9.1 Asian New Zealanders are some of the least disaster-prepared people in the country, especially Chinese business owners and managers[1]. This lack of preparedness is due to having few business connections outside of the Chinese business community, language barriers and a lack of understanding of how emergency management works in New Zealand. Asian New Zealanders' biggest barriers to being prepared included a lack of knowledge and having less time to spare than other groups to be prepared. Similar barriers are seen among New Zealanders for whom English is not a first language.

    9.2 With 58% of ethnic communities living in Auckland and 34% of all Aucklanders coming from an ethnic community, anything that happens in Auckland has a big economic impact. The compound effect of longer COVID-19 lockdowns, transport issues, and recent flooding have all been disproportionately felt by ethnic communities in the affected regions.

    9.3 While job security rebounded at COVID-19 Alert Level 1, there was tentative evidence that those identifying as Asian, Pacific, or another non-Māori ethnic minority groups experienced poorer outcomes[2].

    9.4 A recent evaluation of the COVID-19 Wage Subsidy Scheme (WSS)[3] found that Asian and Middle Eastern/Latin American/African (MELAA) businesses have high relative uptake rates. This is indicative of the greater impact of the pandemic on these businesses. Among workers, WSS receipt rates among Asian (54%) workers were higher than among European (49%) Māori (38%) and Pacific (42%) workers.

    9.5 The needs of ethnic communities, if not actively focused on, may be overlooked in areas with less presence. For example, 5% of Gisborne region residents came from ethnic communities in 2018.

    9.6 During COVID-19 and during the North Island weather events some ethnic communities felt shame to raise issues or distrusted government, and therefore, did not readily seek help.

[1] Colmar Brunton (2021). *Disaster Preparedness Survey 2021.* https://www.civildefence.govt.nz/assets/Uploads/public-education/report-disaster-preparedness-survey-en-jul21.pdf.

[2] Sibley, C. G., Overall, N. C., Osborne, D., & Satherley, N. (2021). *Social, psychosocial and employment impacts of COVID-19 in New Zealand: Insights from the New Zealand Attitudes and Values Study 2020/21.* University of Auckland. Report prepared for the Ministry of Social Development. nzavs-report-on-covid-19-outcomes.pdf (msd.govt.nz).

[3] Hyslop, D., Maré, D. & Minehan, D. (2023). *COVID-19 Wage Subsidy: Outcome evaluation*. COVID-19 Wage Subsidy: Outcome evaluation (msd.govt.nz).

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9.7 Experiences of communities were very diverse, including based on cultural, faith and religious backgrounds. For example, during COVID-19, it appeared overall vaccine uptake was higher in ethnic communities than for Pākehā or Māori. However, Ministry of Health data at a more granular level showed that Middle Eastern and African communities had lower uptakes; as did ethnic community senior citizens (who are more insular and vulnerable); and young people from ethnic communities (who had a 'wait and see' approach as to whether they needed a vaccine).

9.8 LGBTQIA+ ethnic community members were vulnerable, especially young people who needed to return to their family for lockdowns/over the pandemic but were not accepted nor wanted due to stigma. Border closures were also very problematic. International students were particularly vulnerable, as they had paid fees to institutions, were locked down, couldn't return home and had little/no networks or family support.

9.9 Language capability affected how easily people could access critical government information during times of emergency. We observed three groupings during our COVID-19 work:

9.9.1 People who spoke English, yet still found government websites difficult to navigate (as the content was dense).

9.9.2 People with language barriers (non-English speaking) found accessing communications extremely hard[4]. There are issues in getting information translated in real time during emergencies.

9.9.3 Some communities had the two challenges above, but in addition didn't trust government sources for information (issue of public trust) and required trusted 'brokers' to relay information.

9.10 We keep hearing from some members of ethnic communities that more collaborative relationships between providers who cater to specific ethnic communities and government is needed. We are told the government needs to work with different levels of service providers who are culturally and linguistically equipped. This feedback is often elevated during times of emergencies. Furthermore, ethnic service providers can also provide services to the wider community.

Limitations within the public sector are impacting its ability to effectively respond to ethnic communities during disruptive events

10. To date, our experience is that at the public sector system level, the collection and reporting of data and insights for ethnic communities has been limited and/or inconsistent. Disaggregated local demographic information for different ethnic communities is sparse or non-existent. Faith related information is also difficult to come by easily. This makes it difficult to understand the scale and scope of the unique needs that some ethnic communities might have, particularly in times of emergencies.

11. Broader government understanding of ethnic community issues doesn't necessarily align with community needs; for example, ensuring culturally appropriate food is available in disasters and emergencies, providing communications around matters

[4] Even when the information is available in different languages, or if interpreting services are available (which they are in the case of lead response agencies such as MSD, Fire and Emergency, etc.) they might not be accessed or communities may not be aware of them.

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such as whether the COVID-19 vaccine was halal and issues faith-based institutions faced when capacity limits were brought into venues.

12. This limitation creates barriers when government is seeking to make informed, timely and targeted interventions that can respond appropriately to community needs.

13. To date, the Government has used Community Connectors, funded by the Ministry of Social Development (MSD), to support communities to respond to both COVID-19 and the North Island weather events. This support is delivered through providing short-term support to individuals and family (including children and young people) to prevent and reduce the impacts of hardship. Because of funding constraints, the number of Community Connectors specifically supporting ethnic communities has reduced from 28 in April 2023 to 9.75 FTE in October 2023. This number is set to reduce to 5.75 FTE by June 2024.

14. Community Connectors have filled an important gap for ethnic communities who face having their needs unmet as the number of Community Connectors continues to shrink with no alternative services available.

From the Ministry's perspective

15. During major disruptive events, both the public sector and communities have had a range of expectations of the Ministry. For example, the Ministry is often requested to:

    15.1 **Provide responsible agencies insights and support Government's policy development** into the unique needs that some ethnic communities might have. This is something that we can do despite our small size based on the strength of our community networks and relationships. We see this as a critical role as insights we provide have been useful to public sector, Ministerial and Cabinet decision-making.

    15.2 **Connect and broker relationships** between community groups and responsible agencies. This was something we did particularly well during COVID-19 to drive equitable health outcomes and vaccination targets by bringing awareness and growing understanding of the vulnerabilities, culture, linguistic barriers and faith-based values of the diverse population groups. We also supported communities during the crisis in Afghanistan in 2021 and the Russian invasion of Ukraine in 2022.

    15.3 **Help with the dissemination of funding** held by other agencies. This is something we are able to do well when we are provided with small administrative funding support. For example, during COVID-19, we worked with public sector agencies to commit $4 million funding for ethnic communities. This included $2 million administered by the Ministry for the Vaccination Uptake Fund and $2 million for the Ministry of Health's Communications Fund for which the Ministry sat on the assessment and allocation panel.

    15.4 **Open up its own funding.** During COVID-19, the Ministry expanded the criteria of its Ethnic Communities Development Fund (ECDF) to enable communities to access the Fund. The Ministry did consider doing this again during the North Island weather events and decided against it. This was because the Ministry was able to directly influence other funding made available by the MSD.

    15.5 **Offer central government guidance material** in different languages. This is not something the Ministry has the levers to do. The Ministry's staff are not

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qualified translators, nor are they expected to provide direct language support and we do not have the funding to commission translations.

15.6 **Be present at Civil Defence Centres** during the North Island weather events to help with language support. This is difficult for us as our staff are not crisis management, emergency responders or language service specialists. This means the Ministry as an employer with employment and health and safety obligations cannot ask its staff to lean into roles they were not employed to do.

16. Our learning from the last two years is that it is not efficient or effective for a small agency like the Ministry to be reactive, situationally dependent and involved in the delivery of crisis management or emergency services (including communications). Even with pausing all business-as-usual activities in the Ministry, we don't have the scale to support during medium/large events. Where we can best add value in:

16.1 **short term – build insights and broker relationships**

16.2 **medium term – build or support others build tools**

16.3 **long term – system resilience**

17. We discuss this below.

What does the Ministry's work programme look like?

18. The Ministry has no statutory responsibilities or system stewardship roles to respond to disruptive events. It does not have a service delivery function and does not have any non-departmental funding (apart from the Ethnic Communities Development Fund). Our current work programme is as follows:

Short term - build insights and broker relationships

19. The Ministry is able to mobilise and provide insights from ethnic community leaders and service providers to public sector agencies who are responsible for service delivery. This means we are able to fill some data gaps with insights about what is happening on the ground at a regional level. We are also able to act as honest brokers between the public sector and hard to reach communities. We did this during COVID-19 and North Island weather events.

20. Currently, we are working on:

20.1 Connecting ethnic service providers with the *Royal Commission of Inquiry into Lessons Learned from Aotearoa New Zealand's Response to COVID-19* to ensure that their experience is better understood by the inquirers.

20.2 An Insights Report (details of this report will be provided in a separate briefing) to provide a snapshot on communities' experience in this matter.

20.3 Exploring opportunities to further reflect ethnic communities in the National Emergency Management Agency (NEMA)'s emergency response systems.

Medium term –build or support others build tools

21. The Ministry is able to collaborate with responsible agencies to build tools that will enable better access to government information and services.

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Videos on emergency preparedness

21.1 The Ministry has completed work on producing eight animated videos on emergency preparedness[5]. The videos are being developed in collaboration with the MSD and NEMA. The videos will cover emergency preparedness and response for earthquakes, floods, storms, tsunami, volcanic activity and fires. These videos will be translated into 20 languages to ensure they are accessible for our communities and released in February 2024. There is an opportunity for you to support the Ministry launch these videos, should you wish.

Translation guidance and digital resources

21.2 The Ministry has released a translation guidance[6] to help build the language capability of the public service.

21.3 The Ministry also identified the need for a digital infrastructure to increase the capability of the public service and the resilience of communities to navigate disruptive events. To achieve this, the Ministry:

21.3.1 worked alongside a range of agencies (e.g., NEMA and MSD) to develop tools, resources and information to support a comprehensive and fit-for-purpose response in times of emergencies for ethnic communities. For example, at the time of the North Island weather events;

21.3.2 produced and translated information about accessing interpreting services when calling government agencies;

21.3.3 developed targeted eLearning training on accessing and using interpreting services to lift the inter-cultural capability of customer-facing government staff to more effectively use the interpreting services; and

21.3.4 set up a Disaster and Emergency Support Hub on the Ministry's website (including translation of key information about flood and cyclone support in 20 languages)[7].

Publication of left-to-right languages on the Ministry's website

21.4 The Ministry has completed back-end development work on its website to accommodate the publication of information in right-to-left languages (such as Arabic, Farsi and Urdu). This allows the Ministry's website to be more accessible to ethnic communities for whom English language is a barrier. Part of this development work also included a drop-down languages tab, so translated information can be accessed from any part of our website, removing English literacy as a barrier to finding information in other languages.

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[5] Collaboration with the Ministry of Social Development and the National Emergency Management Agency on delivering eight animated videos on emergency preparedness, such as earthquakes and floods. These videos will be translated into 20 languages to ensure they are accessible.

[6] Unlocking Language Barriers-Te Whakamahea Tauārai Reo, is a guide for agencies to support them in better communicating and reaching culturally and linguistically diverse communities.

[7] Provides general information about mental health and wellbeing, financial, and language support, as well as information about ethnic service providers and preparing for disasters and emergencies.

Engagement with the Department of Internal Affairs (DIA) Translation Service

21.5 The Ministry has engaged with the DIA Translation Service to explore ways of expediting translation processes during times of disaster and emergency[8]. That way, we can inform our communities of key information as soon as practically possible.

Strategic opportunities

Long term – system resilience

22. Our work to date has been reactive and focused on the response phase. We have not yet undertaken any work focussed on long-term system resilience and are keen to explore whether you would like us to investigate opportunities in this area.

23. In the aftermath of disruptive events, we learnt that ethnic communities have the most need for:

    23.1 an interconnected and culturally appropriate service delivery system where the needs of ethnic communities are known and factored into the response;

    23.2 a readily accessible network of providers who can connect communities to the right service, or actually provide the service required (rather than over-reliance on Community Connectors) that can be leveraged; and

    23.3 accessible sources of information and translation services that can be used in a timely and appropriate manner, and that ethnic communities are aware of.

24. What we don't have visibility of is the size and scale of the marginalised, under-served, and under-represented populations within ethnic communities, whose need is not being met by mainstream services. A better understanding of this will enable Government to target where government investments should occur, to reduce existing inequities.

25. We also recognise there is a need for us to give advice across all phases of emergency management: risk readiness and reduction, response, and recovery. More needs to be done to shine a light on the gaps and opportunities in the system that need to be strengthened.

26. Currently, we do not have the resources to provide advice, influence or be involved in a system-wide approach where the diverse concerns of ethnic communities are understood and integrated into the planning, policy making and implementation. This type of work is crucial for reducing vulnerability and increasing the resilience of individuals and communities, assets and systems.

Your priorities and areas of interest

27. Disruptive events create complex social and economic disruption. Preparedness is a multi-pronged effort, across a variety of agencies and portfolio areas. It is likely that your Ministerial colleagues will reach out to you when they advance policies and services in response or in preparedness to disruptive events.

28. Specifically, it is likely that you would be called upon to advocate for changes needed to ensure the needs of ethnic communities are addressed.

[8] Such costs are incurred from the Ministry's financial baseline.

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29. We are keen to talk to you about priorities, focus areas, and how best we can support you in this space. Specifically, we would like to explore with you:

    29.1 Do you see merit in the Ministry continuing to focus our efforts on the recovery phase of major disruptive events?

    29.2 Would you like the Ministry to arrange a meeting with key community stakeholders and ethnic service providers?

    29.3 Are you interested in having a role in supporting the Ministry launch the eight animated videos on emergency preparedness (see paragraph 21.1 above)?

Risks and mitigations

30. There are no risks associated with the proposals in this briefing.

Next steps

31. We seek a meeting to engage with you on your priorities and matters of interest in this area at your earliest convenience.

Recommendations

We recommend that you:

32. **agree** to a meeting with officials to discuss your priorities and matters of interest in the Disruptive Events work. **Yes/No**

Melissa Lee
Minister for Ethnic Communities

_____/_____/_____

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Ministry for Ethnic Communities
Te Tari Mātāwaka

Hon Melissa Lee
Minister for Ethnic Communities

Briefing: The Ministry's work on Belonging and Cultural Identity

Date: 7 December 2023
Priority: Routine

Key details
This paper provides you with an introductory briefing on the Ministry's work on Belonging and Cultural Identity and seeks a meeting to engage with you on your priorities and matters of interest in this area.

Action sought	Timeframe
Agree to a meeting with officials to discuss your priorities and matters of interest in the work we do to promote belonging and the cultural identities of ethnic communities.	22 December 2023

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1st contact
Pratima Namasivayam	Deputy Chief Executive, Policy and Analytics	s9(2)(a)	
Berlinda Chin	Acting Deputy Chief Executive, Strategic Engagement and Partnerships	s9(2)(a)	✓

Return electronic document to:	Ministerial@ethniccommunities.govt.nz
Cohesion reference	EC23-4693

Mervin Singham
Chief Executive

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Purpose

1. This briefing:

   1.1 provides you with an introduction on the work the Ministry does to promote belonging and the cultural identities of ethnic communities;

   1.2 sets out a set of questions that officials would appreciate your early steer on; and

   1.3 seeks a meeting to engage with you on your priorities and matters of interest in this area.

Executive Summary

2. New Zealand is internationally known for managing its diversity and inclusion well.

3. Migration continues to support our economic success and is driving the increasing diversity we have now. There is untapped potential for this vibrant diversity to become a source of greater social, cultural and economic strength.

4. While there are widely acknowledged benefits to ethnic diversity, there are also potential challenges that can prevent these benefits from being realised.

5. One of the immediate priorities of the Ministry is to promote the value of diversity and improve the inclusion of ethnic communities in wider society. We do this through:

   5.1 providing funds to various cultural initiatives via the Ethnic Communities Development Fund;

   5.2 acting as a connector and broker between different communities and government through the delivery of Ethnic Advantage Conferences and regular group meetings (e.g. Faith leaders, ethnic service providers); and

   5.3 providing trusted advice to government agencies through our role as Chief Advisor to Government.

6. You have several strategic opportunities in this space, to champion effective diversity, and help realise the social, cultural and economic benefits by:

   6.1 accelerating progress in improving the ethnic diversity of public sector boards and communities; and

   6.2 supporting initiatives such as the Ethnic Advantage Conferences and group meetings to ensure ethnic communities have platforms to be heard and also engaging directly with policymakers who design and develop policies that impact on the lives of ethnic communities.

7. You may also wish to consider what role, if any, you wish to have on development of the National Action Plan Against Racism which is currently led by the Ministry of Justice.

8. We seek a meeting to engage with you on your priorities and matters of interest in this area at your earliest convenience.

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Strategic context

9. The increasing ethnic, religious, linguistic and cultural super diversity of Aotearoa New Zealand is contributing to our national identity as an evolving and dynamic multicultural society based on bicultural foundations.

10. New Zealand is known internationally for its reputation in managing diversity and inclusion well. This has brand value and affects social, cultural, economic and political ties with other nations.

11. Migration continues to support our economic success and is driving the increasing diversity we have now. There is untapped potential for this vibrant diversity to become a source of greater economic strength if social inclusion is invested in. It also prevents costs when communities are marginalised and excluded – from accessing services, to employment or business. International experience has shown that there is a clear relationship between a productive economy and a society that enjoys high levels of connection, acceptance, and participation. These factors have a combined positive impact on living standards.

12. One's sense of belonging grows when one's identity, culture and language is respected and valued and is reflected in the social and cultural lives of everyday New Zealanders. An established cultural identity has also been linked with positive outcomes in areas such as health and education. It provides access to social networks, which provide support and shared values and aspirations[1].

13. While there are widely acknowledged benefits to ethnic diversity, there are also potential challenges that can prevent these benefits from being realised. Poorly managed ethnic diversity can lead to the erosion of a sense of belonging and reduced participation in civic life. It could also lead to the development of community enclaves that disconnect people from each other and create conflicts within communities. These elements can reduce the development of social capital and have a negative impact on the robust development of our economy.

From communities' perspective

14. The majority of New Zealanders (64%) hold positive views about migrants, particularly residents in Wellington (71%) and Auckland (63%). New Zealanders were most positive about migrants from the United Kingdom (59%), Australia (57%) and international students (57%) and migrants from the Philippines (54%). They were least positive about refugees (44%) and migrants from India (46%) and China (46%)[2]. People who feel positive about migrants tend to focus on social and cultural benefits but also recognise economic benefits.

15. In terms of ethnic communities' lived experience:

    15.1 **racism and discrimination act as systemic barriers to inclusivity**: Only 63% of Asian people find it easy or very easy to express their identity (compared to 85% European people and 77% of Māori)[3]. Over 12% of Asian adults experienced discrimination (compared to 13.5% Māori, 9.5% Pacific adults and

[1] Ministry of Social Development. (2016). *The Social Report 2016 – Te pūrongo oranga tangata*. https://www.socialreport.msd.govt.nz/

[2] Ministry of Business, Innovation and Employment (2021). *Community perceptions of migrants and immigration*. Community perceptions of migrants and immigration (mbie.govt.nz)

[3] Statistics New Zealand. (2021). *Wellbeing statistics: 2021 – data from the New Zealand General Social Survey 2021.* Wellbeing statistics: 2021 | Stats NZ

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4.8% non-MPA adults)[4]. The most common type of discrimination experienced by all groups was verbal abuse[5]. The second most common type of discrimination experienced by Asian people (2.4%) was unfair treatment at work or refusal of a job[6]. Research undertaken by the Education Review Office with students and whānau from ethnic communities emphasised the strength of cultural identity but also the experiences of discrimination and racism that impact wellbeing outcomes within and beyond the education system[7]. Nearly one in five ethnic learners reported they frequently felt they did not belong, one in five experienced racist bullying in the last month and a third felt lonely at school. Nearly one in five felt they had to hide their ethnic identity at school or felt excluded from activities because of their ethnic identity.

15.2 **antisemitism, Islamophobia and other religious intolerance exist**. The Royal Commission's Inquiry into the terrorist attack on Christchurch Masjidain on 15 March 2019, commented on the existence of Islamophobia. The Antisemitism Survey of New Zealand 2021 showed concerning results - that classic antisemitism has re-emerged in New Zealand. Currently, a rise in such behaviours can be seen in the unfolding and evolving Israel-Palestine conflict. The Ministry is working with communities and government agencies to mitigate the risks to social cohesion in New Zealand.

15.3 **homophobia and xenophobia exist**: Members of ethnic communities who also belong to the rainbow community face fear and stigma and barriers to exploring their potential. They face exclusion from their own communities, from the mainstream LGBTQIA+ communities and the wider society[8].

15.4 **there is a lack of support to achieve cultural and linguistic aspirations.** Ethnic communities often raise the invisibility of their cultural identity and contributions in New Zealand's history. Communities have generally found it difficult to access or get support to preserve and celebrate their culture, languages and identity. There have been concerns expressed about the lack of acknowledgement or support for Asian people in New Zealand who are involved in western classical music, for example. There is not much by way of representation of ethnic population in mainstream media. Some community leaders have also been asking for the Ministry's support in preserving community languages such as Hindi.

15.5 **there would be value in the education of the wider community** about cultural and religious practices, and the distinction between ethnicity, culture and religion.

16. In addition, we are aware that:

16.1 **Multicultural New Zealand** has raised the need for the Government to implement long-term population and immigration strategies, build and

[4] Ministry of Health (2023). *Racial Discrimination 2011/12, 2016/17 and 2020/21: New Zealand Health Survey.* Racial Discrimination 2011/12, 2016/17 and 2020/21: New Zealand Health Survey | Ministry of Health NZ

[5] Ibid.

[6] Ibid.

[7] Education Review Office (2023). *Education For All Our Children: Embracing Diverse Ethnicities.* Education For All Our Children: Embracing Diverse Ethnicities | Education Review Office (ero.govt.nz)

[8] Bal, V., & Divakalala, C. (2022). *Community is Where the Knowledge is: the Adhikaar Report.* Adhikaar Aotearoa. New Zealand Family Violence Clearinghouse catalog › Details for: "Community is where the knowledge is" : the Adhikaar report (nzfvc.org.nz)

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maintain robust cultural infrastructure, make change to the Holidays Act (2003) to reflect the current demographics of New Zealand, establish an independent governing body for religious matters, appoint an indigenous rights commissioner, create pathways for multicultural communities to flourish within the bicultural foundations, ensure demonstrable access to equitable participation in New Zealand's society and economy and ensure fair and equitable access to media.

16.2 **Islamic Women's Council of New Zealand** has indicated that there are three policy priorities that it considers Government should provide urgent attention to. First, financial stability for Muslim women (employment opportunities, workplace discrimination and inaccessible housing and financial opportunities); second, health care for Muslim women; third, public services that are culturally responsive and accessible.

16.3 **Of a Sikh Aspirations 2023 document that has been made public makes a number of recommendations** (without a clear author). This document seeks comprehensive and streamlined open work and study visa for Sikhs, legislation for Sikh articles of faith, establishment of minimum quotas for Sikhs in the public sector and the need for more representation in Parliament, a standalone Ministry for Sikhs and the right to self-determination.

From the public sector system perspective

17. The is no one agency within the public sector that is responsible for delivering outcomes related to belonging and cultural identity. Several key pieces of work underway in the sector are noted below.

17.1 **An initiative to address racism** is the National Action Plan Against Racism, which is led by the Ministry of Justice, reporting to the Minister of Justice. The Ministry of Justice is developing the plan, working closely with the National Iwi Chairs Forum, government agencies and community groups. Under the previous government, a Ministerial oversight group was formed to develop the plan. This group was made up of the Ministers of Justice, Māori Crown Relations, Māori Development, Diversity, Inclusion and Ethnic Communities, and Pacific Peoples.

17.2 **Working to strengthen social cohesion** is led by the Ministry of Social Development, reporting to the Associate Minister for Social Development and Employment. Te Korowai Whetū Social Cohesion Work Programme includes a $2 million fund for community-based social cohesion initiatives. It also contains a package of tools and resources to support New Zealanders' collective social cohesion efforts. It is designed to strengthen social cohesion in New Zealand and build a safer, more tolerant and inclusive society. It is an overarching framework to organise many government initiatives that contribute to social cohesion.

17.3 **Working to recognise, promote and share communities' arts, culture and heritage** is led by Manatū Taonga, Ministry for Culture and Heritage, reporting to the Minister for Arts, Culture and Heritage.

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From the Ministry's perspective

18. The Ministry's purpose is to help Aotearoa New Zealand become a truly inclusive country where people can participate fully without fear of discrimination, racism or bias, and where ethnic communities can freely express their culture and identity[9].

19. Multicultural society is not only present in Aotearoa New Zealand but continues to grow. Ethnic communities are not homogenous wholes. Ignoring socio-economic status, religion or immigration status means that communities can feel disenfranchised, misunderstood, undervalued and excluded. Our increasingly diverse population will continue to create an appetite for more diverse cultural participation, expression and representation. This means that the Ministry is often asked to fund, comment on, connect or broker a range of social and political response to ethnic, cultural, linguistic and religious diversity that has resulted from transnational flows and settlement of people. This includes both distributional aspects (relating to access to resources such as funding) and relational aspects which concern the connections between people and the wider society. Our work, therefore, has evolved to be multifaceted and is set out below.

What does the Ministry's work look like?

20. One of the immediate priorities of the Ministry is to promote the value of diversity and improve the inclusion of ethnic communities in wider society.

The Ministry as a funder via the Ethnic Communities Development Fund

21. The Ministry's key lever in this area is that it administers the Ethnic Communities Development Fund (ECDF). This Fund supports projects that allow ethnic communities to grow their skills, celebrate their culture and take part in society and grow social inclusion. Since its establishment, the ECDF has funded hundreds of projects that focus on developing identity, revitalising culture, enabling community leaders to assist the needs of their own communities, and enhancing a sense of belonging. Over the past two years, approximately $8.4 million has gone to a wide range of community organisations across the country. Funding has been in the form of small grants (most range from $2,500 to $20,000) to build connections and capability in ways that link to the Ministry's priorities.

22. The majority of work the Ministry undertakes in this area is as an influencer of others, in partnership with others or as a connector.

The Ministry as a connector and broker between different communities and government

23. Building relationships of trust and confidence between different communities and between communities and government is critical to ensuring communities feel included and part of Aotearoa New Zealand. Key work so far includes:

    23.1 **Parliamentary events**: We have helped Ministers host yearly parliamentary events for cultural celebrations including Eid, Diwali and Chinese New Year.

    23.2 **Nationwide conferences:** In the last 12 months, we hosted three Ethnic Advantage Conferences in Auckland, Christchurch, and Dunedin. These brought together people from different backgrounds and cultures to celebrate the superdiversity of Aotearoa New Zealand, discuss important issues and make connections. The Conferences also featured practical workshops that enabled

[9] See also the Human Rights Act 1993 and the New Zealand Bill of Rights Act 1990.

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attendees to pick up new skills or learn from the experiences of others. Each of these events was attended by around 200 people. The insights and discussions from these events informed our work for ethnic communities.

23.3 **Supporting communities caught in conflict and tensions**: We have supported diaspora communities with international connections as these conflicts have implications for them in maintaining a sense of belonging in New Zealand. The Ministry has for example, supported both Ukrainian and Russian communities to connect with relevant government agencies for their needs when the Ukraine-Russian conflict began. We continue to do so also for communities affected by the current Israel-Palestine conflict. This is a growing area of work for the Ministry.

23.4 **Building relationships between ethnic and faith communities and central government agencies; and between faith communities:** This included organising meeting with the Sikh communities and public sector agencies to discuss matters related to the five "Ks" (the fives articles of faith); and inter-faith meetings to ensure communities and leaders know each other, discuss issues respectfully and feel connected.

23.5 **Supporting the Department of the Prime Minister and Cabinet:** with the organising of He Whenua Taurikura, the yearly countering terrorism and violent extremism hui.

23.6 **Supporting Manatū Taonga, Ministry for Culture and Heritage** on the engagement with the victims of the 15 March 2019 terror attacks and affected communities on the possible creation of a national memorial to the 15 March 2019 terror attacks in Christchurch.

The Ministry as a trusted Chief Advisor to Government

24. We routinely work with central government agencies who have the levers to affect change. Key work includes:

24.1 **Working with the Ministry of Justice on addressing institutional racism** via the development of the National Action Plan Against Racism.

24.2 **Providing joint advice to the previous Ministers for Arts, Culture and Heritage and Diversity, Inclusion and Ethnic Communities** in which we identified areas of potential collaboration between Manatū Taonga, Ministry for Culture and Heritage and the Ministry.

24.3 **Investigating with Manatū Taonga, Ministry for Culture and Heritage opportunities** to increase ethnic diversity on public sector boards within the cultural system and how best to ensure communities are aware of and can access funding available to participate in the cultural system.

24.4 **Increasing diversity and inclusion:** We have provided you with a separate briefing on this (EC23-4710 refers), detailing the Ministry's work on diversity and inclusion, which includes intercultural capability.

Strategic opportunities

25. We consider that the strategic opportunities you have are to:

25.1 Accelerate progress in improving the ethnic diversity of public sector boards and communities by working with ministerial colleagues to require ministers to

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actively consider how the make-up of boards reflects New Zealand's diverse population when making appointments.

25.2 Support the Ministry progress its Ethnic Advantage Conferences and group meetings to ensure ethnic communities have platforms to be heard and also engage directly with policymakers who design and develop policies that impact on the lives of ethnic communities.

26. It is possible that you may be asked, by your Ministerial colleagues, to play an active role in the development of the National Action Plan Against Racism, or for your views on that plan.

Your priorities and areas of interest

27. Your role as Minister for Ethnic Communities is significant for promoting a strong message of social inclusion to all communities. We work hard to ensure you are supported in this important and highly visible role.

27.1 Is there anything in the policy agenda of the Government that you would like us to connect with and explore with our counterparts?

27.2 Are there any areas you think need attention to prevent poorly managed ethnic diversity?

Risks and mitigations

28. No risks are associated with the proposals in this briefing.

Next steps

29. We seek a meeting to engage with you on your priorities and matters of interest in this area at your earliest convenience.

Recommendations

We recommend that you:

30. **agree** to a meeting with officials to discuss your priorities and matters of interest in the work we do on promoting a sense of belonging and the cultural identities of ethnic communities. **Yes/No**

Melissa Lee
Minister for Ethnic Communities

_____/_____/_____

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Ministry for Ethnic Communities
Te Tari Mātāwaka

Hon Melissa Lee
Minister for Ethnic Communities

Briefing: The Ministry's Draft Economic Development Work Programme

Date: 7 December 2023
Priority: Routine

Key details
This paper provides you with an introductory briefing on the Ministry's draft economic development work programme and seeks a meeting to engage with you on your priorities and matters of interest in this area.

Action sought	Timeframe
Agree to a meeting with officials to discuss your priorities and matters of interest in the Ministry's draft economic development work programme.	22 December 2023

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1st contact
Fazleen Ismail	Director, Talent and Capability	s9(2)(a)	
Fiona Thomson	Director Analytics, Monitoring and Evaluation	s9(2)(a)	
Pratima Namasivayam	Deputy Chief Executive - Policy & Analytics	s9(2)(a)	✓

Return electronic document to:	Ministerial@ethniccommunities.govt.nz
Cohesion reference	EC23-4705

Mervin Singham
Chief Executive

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Purpose

1. This briefing:

   1.1 provides you with an introductory briefing on the Ministry's draft economic development work programme;

   1.2 sets out a set of questions that officials would appreciate your early steer on; and

   1.3 seeks a meeting to engage with you on your priorities and matters of interest in this area.

Executive summary

2. As you are aware, New Zealand is operating against a challenging backdrop of a continuing volatile and uncertain global environment, low productivity[1] and domestic skills shortages. We think that there is an unique **opportunity for you to unlock the mounting economic potential of ethnic communities** to help boost New Zealand's economic performance and diversify the economy for the benefit of all**.** The Ministry has been reviewing how it could better deliver the economic priority in its strategy: *More ethnic communities are gainfully employed and continue to make a strong contribution to New Zealand's economy*.

3. This briefing is presented in two parts.

   3.1 **Part One** provides background on what we know about the market and system failures that, if addressed, could potentially lift New Zealand's productivity, deliver immediate and long-term economic, international relations and socio-cultural value, in particular:

      3.1.1 reliance on a few key trading partners;

      3.1.2 lack of sustained and coordinated government attention;

      3.1.3 information barriers;

      3.1.4 cultural and language barriers; and

      3.1.5 skills misalignment.

   3.2 **Part Two** sets out, for your consideration and steer, a draft economic development work programme that the Ministry could undertake in response. The Ministry's draft work programme is designed to sit alongside and complement the work of other agencies, such as the Ministry for Business, Innovation and Employment (MBIE), who have direct responsibility for economic development.

Strategic context

4. **Ethnic communities:**

   4.1 **are the fastest growing population in New Zealand**, tripling in size since 1996[2]. The Asian subpopulation has increased from approximately 195,000 in 1996 to

[1] New Zealand Productivity Commission (July 2023) *Productivity by the Numbers* Productivity Commission | Productivity by the numbers 2023

[2] Stats NZ Census (2023) *Ethnicity population data* NZ.Stat (stats.govt.nz)

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almost 771,000 in 2018 and is projected to reach one million by 2028[3]. New Zealand's migrant employment rate is the highest within the Organisation for Economic Co-operation and Development (OECD)[4]. A large **majority of ethnic communities reside in Auckland**, have a **relatively young** age distribution, **higher overall education** levels but face lower income levels.

4.2 in 2021, ethnic communities **contributed an estimated $64 billion** to the New Zealand economy. However, the overall per capita GDP contribution for Asian, Middle Eastern and African populations was lower than the overall NZ per capita GDP contribution[5]. Ethnic communities' **annual earnings were over $31 billion** in the year ending June 2022. **An additional $5 billion could have been earned** by ethnic communities over this period if the unexplained pay gap was closed[6].

4.3 who have recently migrated **aspire to contribute meaningfully to their new life** in New Zealand. And **ethnic businesses are keen to support** the development of **international trade relationships and opportunities** between New Zealand and the countries they have migrated from.

5. The type of ethnic diversity we are seeing in New Zealand, when managed well, can have benefits for organisational and economic performance as well as spillover benefits for social cohesion [7]. **Benefits include greater innovation and creativity**, a **wider talent pool**, greater ability to participate in and **boost investment** in **international markets**, as well as increased **tolerance and cultural exchange**.

Part One – What problem is the Ministry trying to solve?

Addressing market and system failures to lift New Zealand's productivity, economic performance and international brand

6. In the past year, the Ministry has undertaken targeted work to understand the barriers and opportunities to unlocking economic potential of ethnic entrepreneurs, businesses and communities. In early 2023, we brought together a Ministerial Roundtable Meeting with heads of business councils and ethnic business leaders, an EthnicBiz Forum to understand the needs and concerns of small to medium sized ethnic businesses, and attended the recent Indian Business Summit held in Auckland.

7. From the Ministry's engagement and based on current evidence, we identified the following market and system failures that, if addressed, could potentially lift New Zealand's productivity, deliver immediate and long-term economic, international relations and socio-cultural value:

[3] StatsNZ. (September 2023). *International Migration*. International migration: September 2023 | Stats NZ. Indian is now largest ethnicity within the Asian subpopulation, surpassing Chinese ethnicity (based on the latest Stats NZ population estimates). There was a net migration gain of 163,600 non-New Zealand citizens in the September 2023 year compared with a net migration gain of 14,500 non-New Zealand citizens in the September 2022 year. Net migration from India, Philippines and China continue to dominate net migration gains.

[4] Organisation for Economic Co-operation and Development. (2023). *International Migration Outlook*. International Migration Outlook 2023 | en | OECD

[5] Sense Partners. (2021). *Ethnic minorities add $64b to NZ: Direct contributions high, opportunities for more*. Waitakere Ethnic Board Ethnic Economic Contribution Report – Waitakere Ethnic Board

[6] Motu Research. (2022.) *Motu Research Note #45 Pay gaps – an $18 billion a year issue*. 22_45.pdf (motu.org.nz)

[7] Boston Consulting Group. (2018). *How Diverse Teams Boost Innovationn*; McKinsey & Company. (2015). *Diversity Matters*. Harvard University. (2007). *Ethnic Diversity and Social Trust*.

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7.1 ***Reliance on a few key trading partners***: New Zealand's international trade in goods and services is reliant on a few key markets, with China, Australia and the USA making up more than half (53%) of the total value of New Zealand's export destinations for the year ended June 2023. The majority of New Zealand's exports are commodity products except for tourism. A lack of diversification means that the economy is less resilient in the face of global economic uncertainty. The OECD report that global growth in 2024 is projected to be lower than in 2023 from a weaker-than-expected recovery in China. Goods exports to our key trading partners especially China, Australia and the European Union (EU) have contracted recently, with a 12.5% fall in merchandise exports for the three months to October 2023, compared to the same period last year. The World Economic Forum's Chief Economists Survey shows optimism in new and emerging supply chains with our other ethnic communities trading partners. The OECD report that growth in other major Asian emerging market economies, e.g. India and Indonesia, is projected to remain relatively steady in 2023 and 2024. However, tapping into these new and growing international markets is challenging as each country has differing regulatory requirements and consumer behaviour. There is potential for our ethnic communities to provide knowledge and insights about these barriers, assist with international connections and support with other government initiatives such as Education New Zealand's plan to diversify in order to grow and attract more international students to New Zealand.

7.2 ***Lack of sustained and coordinated government attention:*** The *Trade for All Advisory Board* reported that New Zealand's increasing diversity, with the cultural and linguistic skills this brings, presents an opportunity to strengthen our international relationships. But in trade policy, as in other areas of policy, the Government is not connecting consistently with communities in a way that allows them to participate fully[8]. The report called for a more systematic approach to communication and engagement with superdiverse communities. This type of engagement is important in government getting a better understanding of what more it can do to remove obstacles to growth and investment and create opportunities for ethnic communities to engage in economic development.

7.3 ***Information barriers****:* While many ethnic entrepreneurs and business are keen to participate in the economy, there is a lack of knowledge and outreach that needs improving. Many ethnic businesses find government information difficult to access either because they do not know where to go for information or they face cultural and linguistic barriers. Government agencies do not always know how to effectively reach diverse communities. As a result, ethnic businesses lack an understanding of the legal and regulatory environment, and/or do not know what government support services are available.

7.4 ***Cultural and language barriers***: While research shows that cultural diversity can be beneficial to economic development through enhancing innovation and entrepreneurship, highly qualified migrants fail to find employment even if their skills are recognised, due to language problems, and/or employers'

[8] Trade for All Advisory Board. (2019). *Report of The Trade for All Advisory Board*. Trade-for-All-report.pdf (mfat.govt.nz)

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prejudice against applicants with foreign accents and without local experience[9]. Employers don't have the tools to employ diverse talent to fill labour gaps and the cost of this prejudice in the labour market will rise. Cultural diversity can have costs in terms of lack of trust and conflict between different groups leading to misunderstanding and weaker performance[10]. Cultural and language barriers can also result in ethnic businesses focusing only serving their own communities and not developing wide business networks. With New Zealand's increasing ethnic diversity, inter-cultural capability (the ability to work across cultures[11]) is a priority workforce capability for all organisations (including ethnic businesses). Inter-cultural capability is also vital to New Zealand's participation in international markets.

7.5 ***Skills misalignment***: While ethnic communities may be more likely to be in work, there may be an opportunity to better match their skills and qualifications to more highly skilled jobs (with higher pay) to meet skills shortages[12]. Ethnic employees' foreign qualifications and experience are not recognised by all employers. This may be because employers are unable to accurately assess the value of overseas qualifications and experience or may be biased. In addition, some ethnic communities may not fully understand how to navigate the job market. Evidence shows that there is a highly skilled ethnic community workforce in roles that are below their capability in terms of skills and international experience[13]. In addition, anecdotally we hear there could be issues in some professions, particularly for specialists in the health sector, with how professional bodies assess foreign qualifications, experience and eligibility to work in New Zealand. Addressing this could help ease a tight labour market through better utilising current skilled migrants already in New Zealand as well as support government initiatives to attract talent from overseas to meet skills shortages and enable business to grow.

8. These issues present unique opportunities for the Ministry to support New Zealand to fully embrace the benefits of ethnic diversity to boost our economy and global brand. As the government's chief advisor on ethnic communities in New Zealand, the Ministry is uniquely placed to:

8.1 provide **expert advice** to government, targeted where needed, on ethnic entrepreneurs, businesses and communities;

[9] Yong, S. (September 2018). *An Asian Perspective and the New Zealand Living Standards Framework*. Discussion Paper 18/10: An Asian Perspective and the New Zealand Treasury Living Standards Framework - Dr Sue Yong

[10] Alhendi, O. (2021). Cultural Diversity, Intercultural Competence, Tolerance, and the Economy: A Review. *International Journal of Engineering and Management Sciences*. https://ssrn.com/abstract=3931405

[11] The definition of being inter-cultural capable means behaving in a way that respects someone else's mana and cultural background. It means being able to work and communicate effectively across different cultures and contexts and having the ability to acknowledge and mitigate unconscious or conscious biases.

[12] Sense Partners. (2023). *The future of workforce supply: 250,000 shortfall by 2048*: The-future-of-workforce-supply-Sense-Partners-PDF.pdf (businessnz.org.nz)

[13] Stats NZ Census 2018. Ethnicity qualification and income data, derived from the Ministry's data resource tool: Microsoft Power BI; Cochrane, B & Pacheco, G. (2022) *Empirical analysis of Pacific, Māori and ethnic pay gaps in New Zealand*. NZ Work Research Institute, Auckland, NZ; Dave Maré, Motu Economic and Public Policy Research (2022), Motu Research Note #45 Pay gaps – an $18 billion a year issue: Pay gaps – an $18 billion a year issue (motu.nz)

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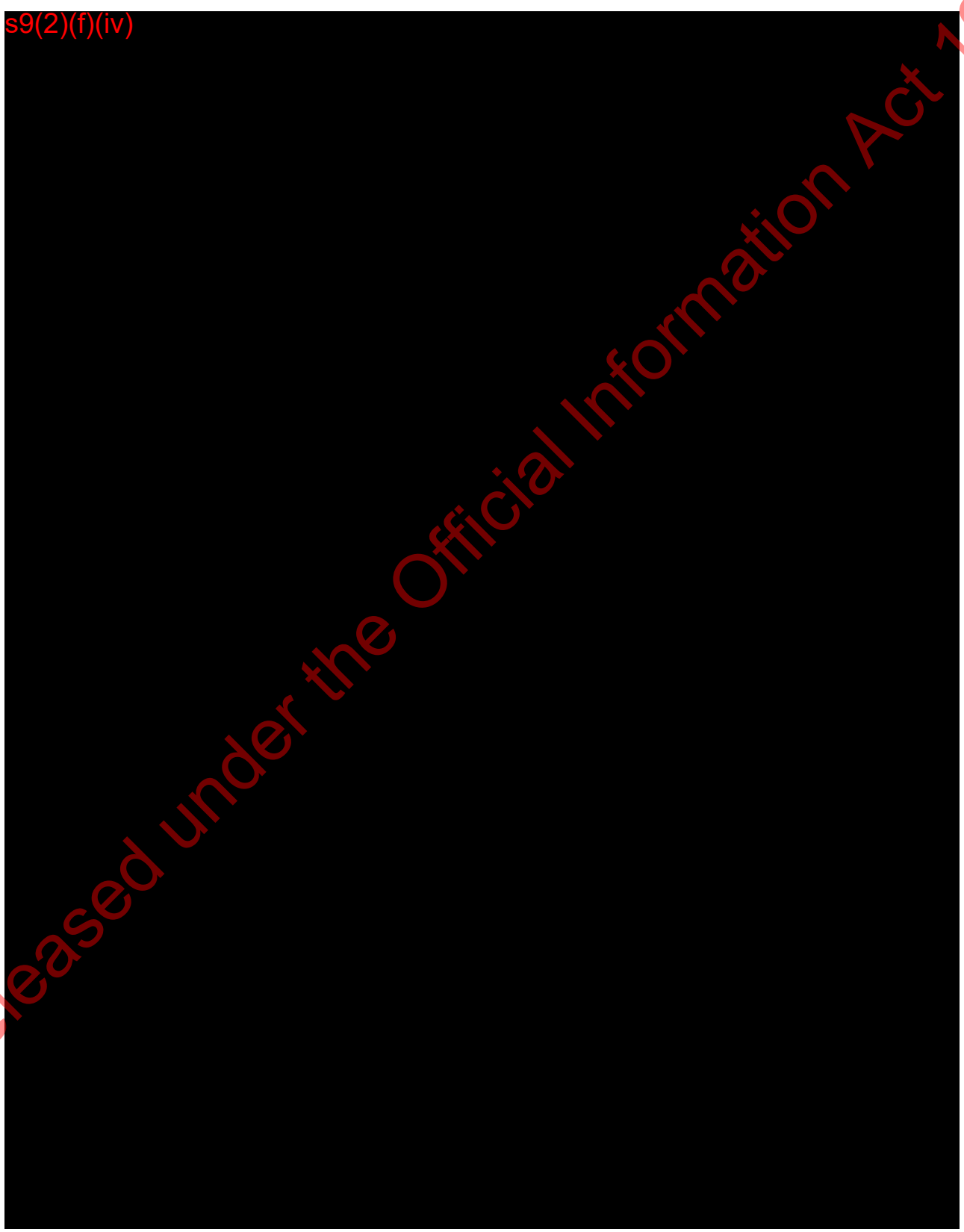
8.2 act as **catalyst** for the economic system to be more inclusive of ethnic entrepreneurs, businesses and communities; and

8.3 **connect** across the economic system and between government, the private sector and ethnic communities to help improve New Zealand's economic performance.

Part Two - What could the Ministry's programme look like?

s9(2)(f)(iv)



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Your priorities and areas of interest

17. We understand that the Government's priorities are to drive high-value sectors like technology and innovation, support trade and investment, and grow skills and keep talent in New Zealand.

18. We are keen to talk to you about priorities and how best we can support you. Specifically, we would like to explore:

    18.1 How the Ministry's draft economic development work programme aligns to your priorities and areas of interest?

    18.2 Where you see merit in the Ministry focusing its efforts in its economic development work?

Consultation

19. We have not yet consulted with MBIE on this briefing as we wished to first seek a steer from you on the Ministry's draft economic development programme.

Risks and Mitigations

20. There are no risks associated with the proposal in this briefing.

Next steps

21. We seek a meeting to engage with you on the questions above at your earliest convenience.

Recommendations

We recommend that you:

22.	**agree** to a meeting with officials to discuss your priorities and matters of interest in the draft economic development work programme.	**Yes/No**

Hon Melissa Lee
Minister for Ethnic Communities

_____/_____/_____

List of Attachments

Appendix A: Draft Economic Development Work Programme

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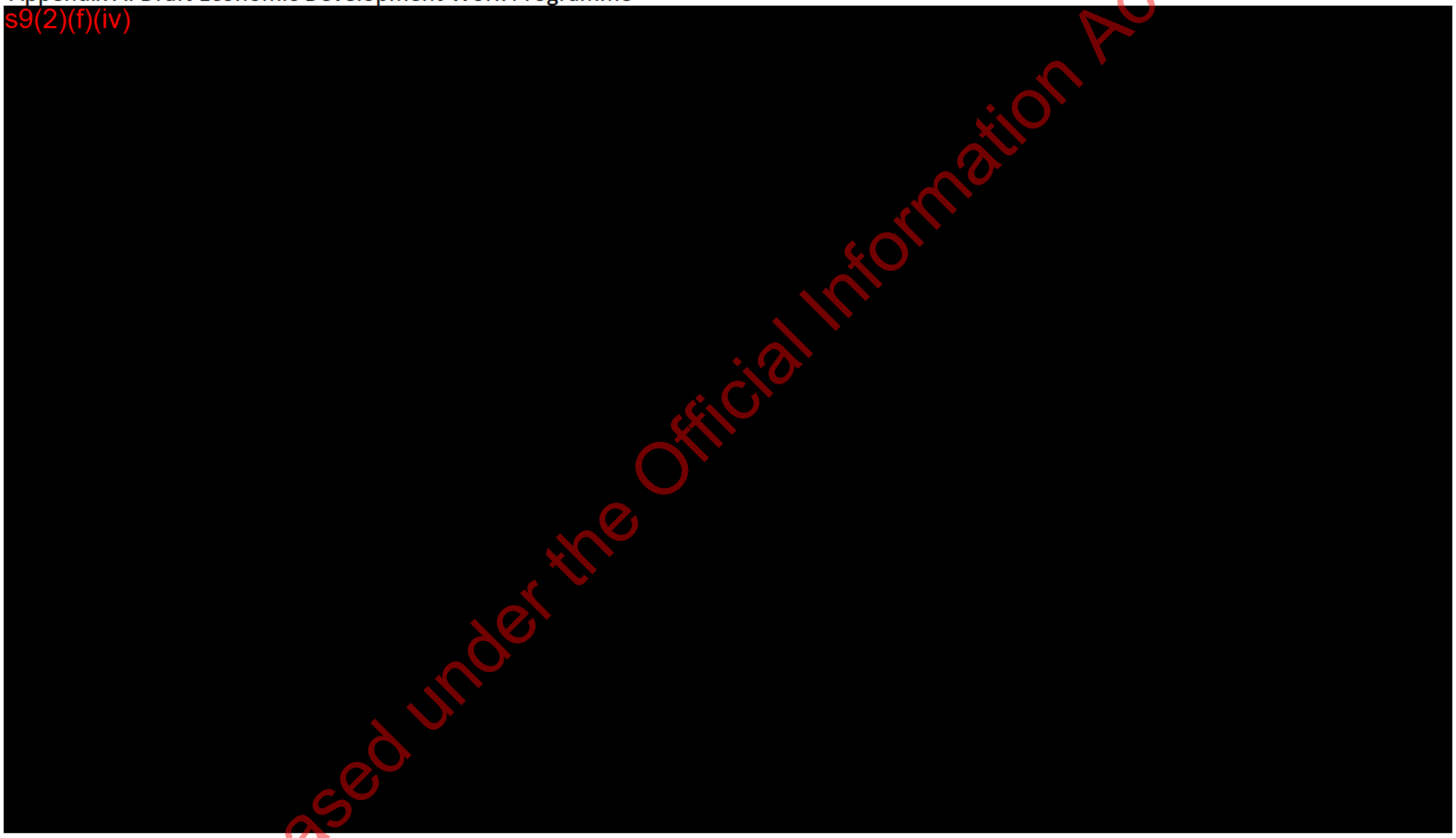
Appendix A: Draft Economic Development Work Programme

s9(2)(f)(iv)



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Ministry for Ethnic Communities
Te Tari Mātāwaka

Hon Melissa Lee
Minister for Ethnic Communities

Briefing: The Ministry's Diversity and Inclusion Work Programme

Date: 7 December 2023
Priority: Routine

Key details
This paper provides you with an introductory briefing on the Ministry's diversity and inclusion work programme and seeks a meeting to engage with you on your priorities and matters of interest in this area.

Action sought	Timeframe
Agree to a meeting with officials to discuss your priorities and matters of interest in the diversity and inclusion work programme.	22 December 2023

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1st contact
Fazleen Ismail	Director, Talent and Capability	s9(2)(a)	
Fleur Murray	Deputy Chief Executive, System Capability and Programmes	s9(2)(a)	✓

Return electronic document to:	Ministerial@ethniccommunities.govt.nz
Cohesion reference	EC23-4710

Mervin Singham
Chief Executive

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Purpose

1. This briefing:

   1.1 provides you with an introductory briefing on the Ministry's Diversity and Inclusion work programme, which includes inter-cultural capability;

   1.2 sets out a set of questions that officials would appreciate your early steer on; and

   1.3 seeks a meeting to engage with you on your priorities and matters of interest in this area.

Executive summary

2. New Zealand has an opportunity to harness the benefits of its growing ethnic diversity to improve its economic performance and social cohesion. And while the public sector has made some progress to ensure it reflects the communities it serves there is more to do. While the Ministry's recent diversity and inclusion work has focused on the public sector, we will be focusing our future work on employers in both the private and public sector to maximise the potential of New Zealand's diverse labour market.

3. There are 4 FTEs in the Ministry's Talent and Capability team whose work includes:

   3.1 recognising the contribution of ethnic communities to New Zealand through making recommendations to you of ethnic people to nominate for Royal New Zealand Honours;

   3.2 strengthening employer inter-cultural capability to lead and manage diverse workforces as well as make government services more accessible (this includes language i.e. translation and interpreting services);

   3.3 unlocking ethnic talent through board nominations, mentoring programmes for ethnic leaders, tiers 4 and 5, and a graduate programme; and

   3.4 contributing to system-wide initiatives such as the public service diversity and inclusion work programmes and a focus on reducing ethnic pay gaps.

4. There are opportunities to accelerate the progress in unlocking ethnic talent. For example:

   4.1 You may wish to work with ministerial colleagues to require ministers when making appointments to public sector boards to actively consider how the board's make up reflects New Zealand's diverse population.

   4.2 The Ministry could work in collaboration with relevant stakeholders to incubate an ethnic leadership programme to build the talent pipeline for senior leadership roles in the private and public sectors.

5. You may wish to consider reviewing translation and interpreting services to assess how these are working, and identify gaps and opportunities for improvement.

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Strategic context

6. New Zealand is a superdiverse country. It has the fourth highest proportion of overseas born residents among the Organisation for Economic Co-operation and Development (OECD) nations. Auckland has been ranked as the fourth most ethnically diverse city in the world. New Zealand is home to people from over 160 different ethnic groups, where more than 150 languages are spoken[1]. Ethnic communities include new and temporary migrants, former refugees, asylum seekers, long-term settlers, and those born in New Zealand to migrant parent(s). In the next 10 years, they are projected to make up a quarter of New Zealand's population.

New Zealand has an opportunity to harness the benefits of its ethnic diversity to improve its economic performance, enhance social cohesion and ensure that ethnic communities get the same opportunities as others such as Māori and Pacific Peoples

7. Research[2] has found ethnic diversity, when managed well, can have benefits for organisational and economic performance as well as social cohesion. Benefits include greater innovation and creativity, a wider talent pool, greater ability to participate in international markets, as well as increased tolerance and cultural exchange. However, diversity alone is not enough to realise these benefits. It needs to be accompanied by inclusive policies and practices. And cultural diversity can also have costs in terms of lack of trust and conflict between different groups[3].

8. With New Zealand's changing demographics, skills such as inter-cultural capability become a priority for all employers and employees, both in the public and private sectors and including ethnic communities and businesses. The definition of being inter-cultural capable means behaving in a way that respects someone else's mana and cultural background. It means being able to work and communicate effectively across different cultures and contexts, and having the ability to acknowledge and mitigate unconscious or conscious biases.

9. In practical terms, employers who prioritise lifting inter-cultural capability will have employees who can work effectively in diverse terms and leaders who can lead and manage diverse workforces to unlock ethnic talent. As a result, organisations will benefit from access to a wider talent pool, improved innovation, productivity and competitiveness which will also flow through to the macroeconomic level.

The public sector has made some progress to ensure it reflects the communities it serves but there is more to do

10. The Public Service Act (2020)[4] sets out the principle that public service employees should reflect the make-up of society to ensure trust and confidence of New Zealand's communities. While there is increasing ethnic diversity in the Public Service, senior

[1]The previous count that indicates 230 ethnic groups in New Zealand has been revised in our review of the data. Our findings (based on a thorough analysis of the ethnic communities' data dashboard) shows that there are 160 ethnic groups in New Zealand.

[2] *How Diverse Teams Boost Innovation,* Boston Consulting Group (2018)
Diversity Matters McKinsey & Company (2015)
Ethnic Diversity and Social Trust, Harvard University (2007)

[3] *Cultural Diversity, Inter-cultural Competence, Tolerance, and the Economy: A Review* (September 2021) Alhendi, Osama, International Journal of Engineering and Management Sciences), Available at SSRN: https://ssrn.com/abstract=3931405

[4] Section 75 (1)(a)

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leadership roles, in particular, do not reflect New Zealand's population as shown in Table 1 below[5]. Anecdotally, we consider the situation is likely to be similar in the private sector but there is no accurate data on this.

Table 1: Ethnicity in the Public Service compared to the population

Ethnicity	Percentage of Public Service leaders (Tiers 1-3)	Percentage of New Zealand population
Asian	3%	15.3%
Middle Eastern, Latin American and African	0.8%	2.5%

11. In addition, the make-up of public sector boards and committees does not currently reflect the *diversity* of New Zealand's population. In 2022, the percentage of ethnic[6] (excluding Continental European) people on public sector boards and committees was 6.1%[7] compared to 17.8%[8] of the population.

12. The report of the Royal Commission of Inquiry into the terrorist attack on the Christchurch mosques on 15 March 2019 noted that '*a diverse and culturally competent workforce means that public sector agencies would more likely have the skills and knowledge to engage meaningfully with communities and be able to design policies and deliver services to equitably meet the needs of all New Zealanders.*'

What does the Ministry's work programme look like?

13. The Ministry's Talent and Capability team has 4 FTEs. The team focuses on targeted initiatives where the Ministry is uniquely placed to deliver high impact outcomes often in collaboration with other agencies/organisations. These include:

    13.1 recognising the contribution of ethnic communities to New Zealand through nominations for Royal New Zealand Honours;

    13.2 strengthening employer inter-cultural capability to lead and manage diverse workforces as well as make government services more accessible (this includes language i.e. translations and interpreting services); and

    13.3 unlocking ethnic talent through board nominations, mentoring and a graduate programme; and

    13.4 contributing to system-wide initiatives such as the public service diversity and inclusion work and a focus on reducing ethnic pay gaps.

14. In addition, the Ministry's Chief Executive works collectively with other chief executives to provide strategic leadership and stewardship of the Public Service. In particular, his focus is on diversity and inclusion initiatives to ensure that the Public Service has the trust and confidence of the communities it serves.

[5] Workforce Data — Ethnicity in the Public Service - Te Kawa Mataaho Public Service Commission

[6] Asian, Middle Eastern, Latin American and African

[7] Ministry for Women's 2022 Stocktake of Gender, Māori, Pacific and Ethnic Diversity on public sector boards and committees). The Stocktake does not include data on people of Continental European ethnicity.

[8] Based on the 2018 Census.

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New Zealand Royal Honours

15. You may wish to nominate suitable individuals for a Royal New Zealand Honour to recognise the significant contributions of ethnic people to their communities, region, or New Zealand. Recipients of honours are announced both at New Year and on the King's Birthday.

16. The Ministry makes recommendations to your office of ethnic people you may wish to nominate for a New Zealand Royal Honour. You may also wish to let the Ministry know if you identify potential honours candidates you would like to nominate.

17. If you approve the recommended candidates, the Ministry prepares nomination forms and supporting letters for you to sign and your office to submit to the Department of the Prime Minister and Cabinet (DPMC). Once honours have been announced you may wish to send a letter of congratulations to ethnic recipients.

18. The next opportunity to nominate ethnic people for a Royal New Zealand Honour is for King's Birthday Honours 2024. We are intending to submit potential nominations for your consideration and approval, in time for you to submit to DPMC by 22 December 2023. DPMC is keen to encourage more nominations from ethnic communities and the Ministry is developing guidance to support ethnic communities' understanding so they can nominate candidates from their communities.

Strengthening employer inter-cultural capability to lead and manage diverse workforces and make government services more accessible for ethnic communities

19. While our recent work has focused on the public sector we will be focusing our future work on employers in both the private and public sector to maximise the potential of New Zealand's diverse labour market. We seek to work in collaboration with other agencies and organisations to address market/system failures and opportunities. Our work programme includes:

    19.1 Embedding our translation guidance on: Unlocking Language Barriers across the system and promoting this to relevant private sector organisations.

    19.2 Strengthening the effectiveness of government interpreting services by developing eLearning modules in consultation with the Ministry for Business Innovation and Employment (who administer government interpreting services), the Ministry of Disabled People, and industry and academic experts to support front-line public servants better understand the role of interpreters, how to access them, and how to use them. In addition, we are also developing elearning for ethnic communities on how to access government interpreters.

    19.3 Improving community access to translated government information by working with other agencies to ensure all translated material across government agency websites is easily accessible ideally through a single portal (for example, on the govt.nz website).

    19.4 Developing animated videos on emergency preparedness and response in English and a further 20 languages targeted at ethnic communities (in collaboration with the National Emergency Management Agency and Fire and Emergency New Zealand). The videos will be released in early 2024. You may wish to lead the launch of this work.

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19.5 Strengthening inter-cultural capability of people leaders in the public service and private sector to harness the benefits of diverse workforces by developing an in-person training programme. This can also be adapted for the private sector.

19.6 Developing practical resources for all employers (in the private and public sectors) to help lift inter-cultural capability of their employees. For example, through interactive e-learning modules.

Unlocking ethnic talent

Nominations Service

20. The Ministry's Nominations Service manages a database of 258[9] ethnic people who can be nominated for vacancies. Decisions about who is appointed are made by relevant Ministers with support from their respective agencies. The number of nominations has increased from 117 in the last year (2021/22) to 239 this year (2022/23), which is a significant improvement.

21. You may receive requests from your Ministerial colleagues for nominations for board or committee vacancies in their portfolios. The Ministry can assist you to identify suitable candidates from our database that you may wish to nominate for board vacancies to other Ministers.

22. We work closely with the Public Service Commission, other population agencies that make nominations and agencies that administer appointments. The Ministry often collaborates with other population agencies to jointly deliver learning events to people on our respective nominations database to support them to grow their governance knowledge and skills.

23. We also work with other organisations such as the Institute of Directors, Governance New Zealand and Women on Boards (a division of Governance New Zealand) to identify opportunities for people on our nominations database to build their governance capability and to attract new candidates to join our database.

24. We use the Annual Stocktake of Gender, Māori, Pacific and Ethnic Diversity on Public Sector Boards and Committees undertaken by the Ministry of Women to monitor the diversity of board appointments, particularly the numbers of people that self-identify as Asian and MELAA. Data for people who self-identify as continental European ethnicities is not recorded.

Mentoring

25. As noted earlier, there is a lack of ethnic diversity in senior leadership roles in the Public Service. Alongside this gap at the leadership level, the public sector Asian pay gap increased in 2022. The intersection of gender and ethnicity has negatively impacted on Asian women. In response to this, the Ministry started developing a pilot mentoring programme for mid-level ethnic public servants. However, work on this is currently paused due to fiscal constraints.

[9] As of 4 December 2023.

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Ethnic Communities Graduate Programme

26. The Ethnic Communities Graduate Programme (ECGP) was developed as part of the Government Response to the Royal Commission of Inquiry into the Terrorist Attack on Christchurch mosques on 15 March 2019[10]. You may wish to meet with the third intake of graduates of the Ethnic Communities Graduate Programme (ECGP). The benefits include hearing first-hand about their experiences of the public service, suggestions from them directly as to what has worked well within the programme, what could be improved and how the ECGP has made a difference to their careers.

27. Since the launch of ECGP in July 2021, the Ministry has placed 53 ethnic graduates in their first job (an 18 month placement) in the public service across 15 host agencies[11]. Two intakes of (37) graduates have completed the programme with the 30 of the 37 graduates going on to secure roles in the public service. The third intake commenced in August 2023.

Supporting public sector system-wide initiatives

28. There is a Chief Executive-led, system-wide, diversity and inclusion programme supported by the Public Service Commission in its system stewardship role. It has five priority areas for agencies to focus on: fostering diverse leadership (a new priority for 2023), building inclusive leadership, building cultural competence, addressing bias, and supporting employee-led networks. The Ministry is working with the Public Service Commission to explore the specific areas where are uniquely placed to assist e.g. fostering diverse leadership, building inclusive leadership and cultural competence.

29. The Public Sector Pay Gaps Working Group was established to implement the Public Service Pay Gaps Action Plan 2021-2024. The Ministry is a member of the Public Sector Pay Gaps Working Groups and sits on a Māori, Pacific and Ethnic Communities sub-group. The working group creates guidance, resources, and tools to provide effective support to agencies and entities to meet the milestones of this programme. A recent example is the guidance on eliminating bias and discrimination in recruitment processes.

Strategic challenges and opportunities

30. There are opportunities to accelerate progress in developing inter-cultural capability tools and resources such as online elearning and in-person training to enable:

    30.1 all workplaces (in the private and public sectors) to lift their inter-cultural capability and harness the benefits of a diverse workforce.

    30.2 the public sector to better respond to the needs of New Zealand's increasingly diverse communities; and

31. You may wish to consider reviewing translation and interpreting services to assess how these are working, and identify gaps and opportunities for improvement.

[10] ECGP specifically responds to Recommendation 35, which encourages the Public Service Commissioner to continue focusing efforts on significantly increasing workforce diversity and attracting diverse talent for leadership roles within the public service.

[11] Host agencies include including the Department of Prime Minister and Cabinet, New Zealand Intelligence Community, New Zealand Police, National Emergency Management Agency, Ministry for Health, Ministry for Education, Ministry for Social Development, New Zealand Customs Service and the Ministry for Transport

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32. In addition, there are opportunities to accelerate the progress in unlocking ethnic talent. For example:

    32.1 You may wish to work with ministerial colleagues to require ministers when making appointments to public sector boards to actively consider how the board's make up reflects New Zealand's diverse population. This could be done by creating more robust reporting mechanisms to help accelerate progress in improving the ethnic diversity of public sector boards and communities.

    32.2 The Ministry could work in collaboration with relevant stakeholders to incubate an ethnic leadership programme to build the talent pipeline for senior leadership roles in the private and public sectors (as mentioned in the briefing on the Ministry's draft economic work programme).

Your priorities and areas of interest

33. We would like to discuss with you your priorities in general for the Ministry's diversity and inclusion work programme.

Risks and Mitigations

34. No risks are associated with the proposals in this briefing.

Next steps

35. You will receive draft Royal New Zealand Honours nomination forms and supporting documentation for potential ethnic candidates for your review and approval on 7 December 2023. The deadline for your office to submit nominations to DPMC is 22 December 2023.

Recommendations

We recommend that you:

36. **agree** to a meeting with officials to discuss your priorities and matters of interest in the diversity and inclusion focus area. **Yes/No**

Hon Melissa Lee
Minister for Ethnic Communities

_____/_____/_____

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