

Whanganui District Council

Welcoming Communities Plan 2018-2019



WHANGANUI
DISTRICT COUNCIL
Te Kaunihera a Rohe o Whanganui



Welcoming
Communities
TE WAHAROA KI NGĀ HAPORI

New Zealand Government



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Contents

Foreword from the Mayor	4
Executive Summary	6
Vision and Outcomes	6
Why we need a Welcoming Communities Plan	8
Strategic Context	9
Diversity in the Whanganui District	10
How the Plan was Developed	12
Welcoming Plan Outcomes and Actions	13
1. Inclusive Leadership	15
2. Welcoming Communications	16
3. Equitable Access	17
4. Connected and Inclusive Communities	18
5. Economic Development, Business and Employment	20
6. Civic Engagement and Participation	22
7. Welcoming Public Spaces	23
8. Culture and Identity	24
What Will Success Look Like?	26
Monitoring and Review	26
Glossary of Terms	27

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Foreword from the Mayor



Tēnā koutou katoa

This plan reflects Whanganui District Council's success in being selected as one of five pilot projects in the country funded by the Ministry of Business, Innovation and Employment. The purpose of the pilot is to discover how to best welcome newcomers to our community. I am delighted that we are working as a district to become a more inclusive and inviting community.

We are proud that Whanganui is demonstrably a welcoming place: we partner with mana whenua, and relish the diversity that newcomers bring from the many cultural groups who settle here. However I know we can increase our capacity to be welcoming, and to understand the factors that may present barriers to that.

Diversity enhances the prosperity, health and happiness of the whole community. It connects us to the global relationships and opportunities of the international diaspora that settles here. Whanganui is an increasingly multicultural district. Every year we're welcoming new residents from all around the world and this is reflected in the number of individuals and families we see at our regular New Zealand citizenship ceremonies, and the events I have attended – including Diwali, New Zealand-China Friendship Association events, the Festival of Cultures, Onam with the Kerala Association, and Christmas with the Filipino community.

I look forward to the discoveries we will make together as this plan is implemented over the next two years. As we become a more diverse society and embrace what that means for our community, it's important that we all understand our role in making Whanganui the most welcoming community possible. I want every resident to feel that this is home. Diversity can only enhance Whanganui's future.

Hamish McDouall
Mayor of Whanganui District



Executive Summary

The Welcoming Communities Pilot Programme is a collaborative initiative lead by Immigration New Zealand with nine councils in five regions, working in partnership with the Office of Ethnic Communities and supported by the New Zealand Human Rights Commission.

The Whanganui Welcoming Communities Plan addresses the need to enhance newcomer experiences through improving access to information, promoting activities and services and celebrating cultural diversity and inclusion.

The aim is to ensure all newcomers to Whanganui feel welcome and have a sense of belonging, enabling them to thrive in and contribute to the Whanganui community.

The Whanganui Welcoming Communities Plan details the actions that will be undertaken throughout the Welcoming Communities programme to achieve the eight outcomes specified in the Welcoming Communities Standard for New Zealand:

Outcomes

1.

Inclusive Leadership

Local government, tangata whenua and other community leaders work together to create, advocate for and continue to foster a welcoming and inclusive community. They lead a shared plan to increase connections between newcomers and existing residents.

2.

Welcoming Communications

People of all cultures and backgrounds feel included, listened to and well informed through a range of ways that take into account their different communication needs.

3.

Equitable Access

Opportunities to access services and activities and to participate in the community are available to all, including newcomers.

4.

Connected and Inclusive Communities

People feel safe in their identity and that they are connected with and belong in the community. There are high levels of trust and understanding between members of the receiving community and newcomers.





5.

Economic Development, Business and Employment

Communities maximise and harness the economic development opportunities that newcomers can offer. Councils work with business associations to promote the contribution that newcomer business owners and skilled migrants make to the district's economy.

6.

Civic Engagement and Participation

Newcomers feel welcome to fully participate in the community. Newcomers are active in all forms of civic participation.

7.

Welcoming Public Spaces

Newcomers and receiving communities feel welcome in and comfortable using public spaces.

8.

Culture and Identity

There is a shared sense of pride in being part of a culturally rich and vibrant community. People feel their culture is respected and valued by other members of the community. There are opportunities to learn about each other's cultures.

Four targets have been identified so we know what success will look like. Monitoring by an advisory group will take place throughout the programme.

The Ministry of Business, Innovation and Employment will conduct an interim evaluation of the Welcoming Communities pilot programme in July 2018, with a final report in September 2019.

Vision

All newcomers to Whanganui feel welcome and have a sense of belonging, enabling them to thrive in and contribute to the Whanganui community.

Why we need a Welcoming Communities Plan

The Whanganui Welcoming Communities Plan (the Plan) sets out Whanganui District Council's (the Council's) strategic direction for welcoming newcomers to our district. It addresses the need to enhance newcomer experiences through improving access to information, promoting activities and services and celebrating cultural diversity and inclusion.

Our priority is to add to our already welcoming environment and to improve the quality of life for newcomers. Helping newcomers to feel they belong here will mean they can more readily participate in and contribute to our district.

The Plan focuses on collaborative partnerships to deliver a sustainable and inclusive newcomer experience. It takes into account the Council's approach to providing high-quality services and activities for newcomers. The Plan will apply to all residents and newcomers to the district.

Local residents will have a special role in shaping and delivering welcoming activities and this is what makes the Welcoming Communities programme unique. It is about building connections between newcomers and locals.



Strategic Context

Welcoming Communities Pilot Programme

Immigration New Zealand is leading Welcoming Communities in collaboration with nine councils across five regions. This is done in partnership with the Office of Ethnic Communities and with support from the New Zealand Human Rights Commission. Whanganui District Council was invited to be part of the programme in January 2017.

At the heart of the Welcoming Communities programme is the outcome-based Welcoming Communities Standard for New Zealand (the Standard¹). The Standard provides councils and communities with a benchmark for a successful welcoming and inclusive community. The Plan is guided by and aligns with the Standard, comprising eight outcomes that are important to building a Welcoming Community.

Previous settlement initiatives have focused primarily on supporting newcomers, whereas Welcoming Communities actively seeks to involve local residents in welcoming activities. This new approach creates bridges between local residents and newcomers.

The Welcoming Communities programme in New Zealand will draw on and share learnings across similar successful international welcoming initiatives. For example in Australia (Welcoming Cities), Canada (Cities of Migration) and the United States of America (Welcoming America).



Leading Edge Strategy

The Plan aligns with the District's Leading Edge Strategy² Community Goal:

“Working in partnership – shaping a district that celebrates and champions its cultural and social diversity as well as its community spirit.”

And Strategic Objective:

“Celebrate and champion the diversity in our district by educating, sharing and storytelling.”

Consistent with the direction of the Leading Edge Strategy, the Council aspires to become the first district in New Zealand to be accredited as a ‘Welcoming Community’.

Key Partners

The Plan will be delivered by working with mana whenua, cultural groups and community service providers.

¹ A copy of the Standard can be found at www.immigration.govt.nz/about-us/what-we-do/welcoming-communities/what-is-welcoming-communities

² A copy of the Council's Leading Edge Strategy can be found at www.whanganui.govt.nz/our-district/whanganui-leading-edge/Pages/default.aspx



Diversity in the Whanganui District

The Whanganui District lies between the mountains and the sea, with Mount Ruapehu to the north and rolling hill country to the south. Many rivers run through the district, including the Whanganui River, central to the oral tradition of mana whenua.

The district covers 2337km² of outstanding natural environment and is steeped in history, art and culture. Big enough to draw crowds and small enough to be intimate, Whanganui is home to 42,153³ people.

In a predominantly rural district, the urban area around the lower reaches of the Whanganui River takes up less than 1% of the total Whanganui District Council area, but is home to about 90% of the population. Whanganui has a strong industrial base, with a history of niche manufacturing and engineering operations. Much of Whanganui's economy also relates directly to the fertile and prosperous farming hinterland used largely for sheep grazing, beef and dairy farming and forestry with some horticulture and orcharding.

Tourism in the district continues to increase with the popularity of the 'mountains to sea' national cycleway and Whanganui Journey⁴ supporting this. Ventures such as the New Zealand International Commercial Pilot Academy are increasing the number of international students in Whanganui and the tide of population decline has turned with forecasts indicating our population will continue to increase until at least 2043⁵.

Census data shows that Whanganui is growing in diversity. All ethnic groups (except European) have steadily increased since 1991, with the number of Pacific Peoples and Asian ethnicities showing the largest proportional rises.

Ethnic Diversity in Whanganui District ⁶

Where a person reported more than one ethnic group, they have been counted in each applicable group. As a result percentages do not add up to 100.

	1991		1996		2001		2006		2013	
	WDC	NZ	WDC	NZ	WDC	NZ	WDC	NZ	WDC	NZ
European	85.00%	83.20%	86.60%	83.10%	84.30%	80.10%	74.20%	67.60%	81.30%	74.00%
Māori	16.70%	13.00%	19.30%	15.10%	20.70%	14.70%	22.00%	14.60%	23.00%	14.90%
Pacific Peoples	1.40%	5.00%	2.00%	5.80%	2.20%	6.50%	2.40%	6.90%	2.80%	7.40%
Asian	1.10%	2.90%	1.60%	5.00%	1.70%	6.60%	2.40%	9.20%	2.90%	11.80%
Middle Eastern, Latin American, African	0.07%	0.19%	0.18%	0.40%	0.20%	0.70%	0.20%	0.90%	0.40%	1.20%
Other ⁷	0.00%	0.00%	0.00%	0.01%	0.07%	0.02%	10.60%	11.20%	2.00%	1.70%

³ Census 2013 Statistics New Zealand

⁴ Whanganui Journey is a 3-5 day Department of Conservation Great Walk based on the Whanganui River

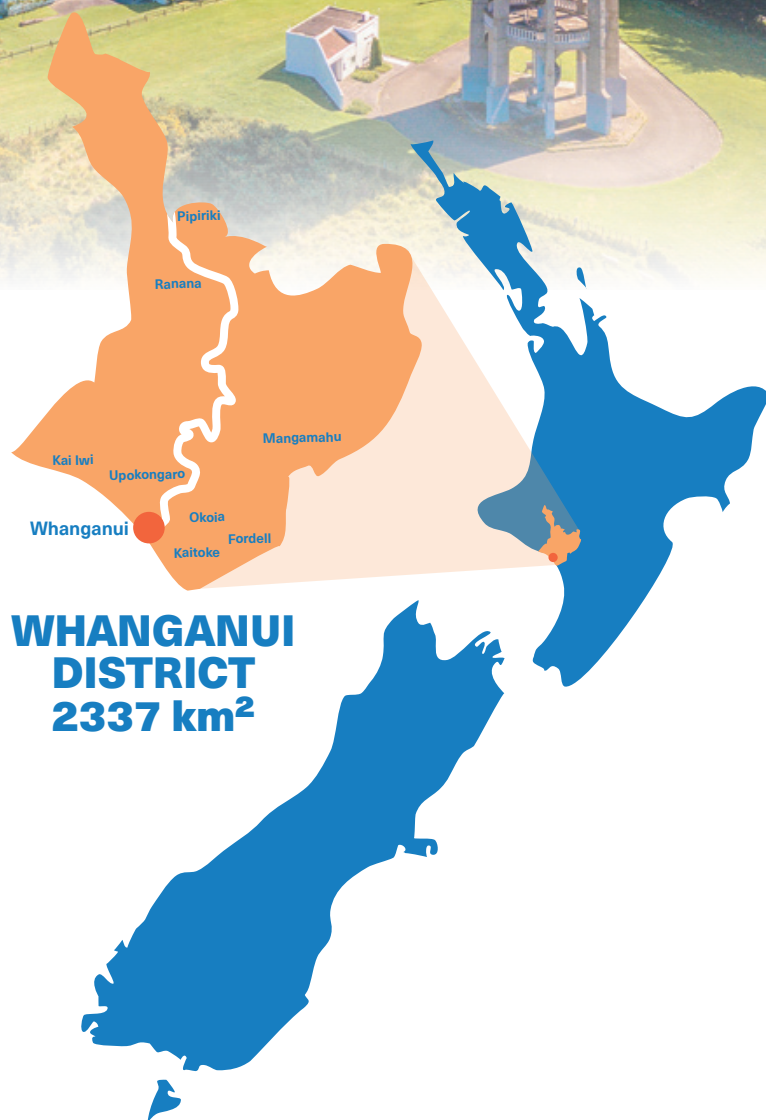
⁵ Forecast.id

⁶ Statistics New Zealand

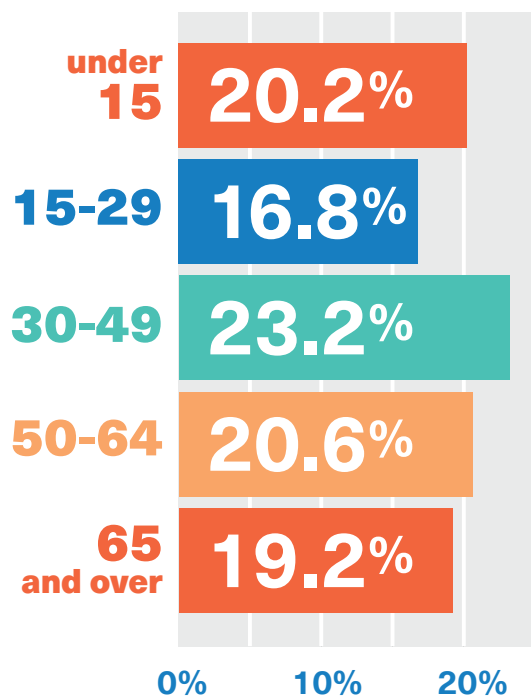
⁷ 'Other Ethnicity' includes responses for a number of small ethnic groups and for 'New Zealander'. For 2006, New Zealander responses made the largest contribution towards the Other Ethnicity category. For 2001, and previous censuses, New Zealander was counted in the 'European' category.



DISTRICT
POPULATION:
42,153



AGE BREAKDOWN



MAJOR ETHNIC GROUPS

EUROPEAN	81.3%
MĀORI	23.0%
PACIFIC PEOPLES	2.8%
ASIAN	2.9%
MIDDLE EASTERN, LATIN AMERICAN, AFRICAN	0.4%
OTHER	2.0%



How the Plan was Developed

The Whanganui Welcoming Communities Plan has been a community effort. An effective community engagement process was undertaken to provide a foundation for the Plan and the direction and priorities for the actions in it.

Council strategies, policies, services, programmes and activities have been analysed with a cultural focus. Does the Council lead by example when welcoming newcomers?

Thirty meetings and interviews were held with community leaders and organisations providing an opportunity to determine what welcoming activities are occurring in Whanganui and identify opportunities for improvement.

The Whanganui Welcoming Communities Survey received a total of 345 responses from the community between 25 January and 16 February 2018. The survey provided an opportunity for the community to share their experiences of how welcoming they find Whanganui and their thoughts on how we could become even more welcoming.

A Whanganui Welcoming Communities workshop was held on 22 February 2018. Those who attended included people from local government, community groups and service providers. The purpose was to discuss information obtained through the survey and meetings. A further workshop was held on 12 April 2018 to review the draft plan, comprising a similar range of attendees to the first workshop.

Advice and guidance from Immigration New Zealand has been regularly sought throughout the planning process.

Welcoming Plan Outcomes and Actions

The Plan is guided by the Standard, comprising eight outcomes that are important to building a Welcoming Community. The actions (welcoming activities) of the Plan are aligned with these eight outcomes.

1. Inclusive Leadership
2. Welcoming Communications
3. Equitable Access
4. Connected and Inclusive Communities
5. Economic Development, Business and Employment
6. Civic Engagement and Participation
7. Welcoming Public Spaces
8. Culture and Identity

Each outcome has several objectives and actions. The actions detail what welcoming activities will be undertaken, when they will take place and who will lead them.

Achieving this combination of actions will lead to accreditation as a 'Welcoming Community'.

Accreditation

The Ministry of Business, Innovation and Employment (MBIE) is currently working with the councils piloting the Welcoming Communities programme to develop an accreditation process.

Guide to Interpreting this Selection

Outcome → **7. Welcoming Public Spaces**

Outcome Statement → Newcomers and receiving communities feel welcome in and comfortable using public spaces.

Actions	Objectives			
	7.1	The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community.		
→	7.1.1	Develop an orientation tour of Whanganui that showcases public spaces and facilities to newcomers.	Year 1	Culture and Community Team, Whanganui District Council
→	7.1.2	Advise newcomers on active transport opportunities in the district.	Year 2	Roading Team, Whanganui District Council
Actions	Objectives			
	7.2	Welcoming public spaces provide opportunities to build trust and relationships between newcomers and members of the receiving community.		
→	7.2.1	Establish a rolling culturally diverse art space in Council buildings and in public spaces/areas.	Year 2	Culture and Community Team, Whanganui District Council
Actions	Objectives			
	7.3	Public spaces and buildings create a sense of community ownership and inclusion for all, including newcomers.		
→	7.3.1	Increase the range of cultural diversity activities and programmes initiated by Council libraries.	Year 1	Library Team, Whanganui District Council
→	7.3.2	Investigate the viability of establishing a central meeting place for newcomers to gather and socialise.	Year 2	Culture and Community Team, Whanganui District Council, community groups
→	7.3.3	Establish a regular walking tour of the Whanganui Town Centre that showcases art, culture and heritage.	Year 2	Planning and Culture and Community Teams, Whanganui District Council

Timeframe

Who is responsible



1. Inclusive Leadership

Local government, tangata whenua and other community leaders work together to create, advocate for and continue to foster a welcoming and inclusive community. They lead a shared plan to increase connections between newcomers and existing residents.

1.1 As the indigenous peoples of Aotearoa New Zealand, Māori – represented by tangata whenua, mana whenua, iwi and hapū and/or other hāpori Māori – have a prominent role in Welcoming Plan activities.			
1.1.1	Consult and partner with tangata whenua with mana whenua to develop and implement a suitable welcome protocol for Whanganui newcomers.	Year 1	Culture and Community Team, Whanganui District Council, tangata whenua
1.1.2	Enhance partnerships between Council, tangata whenua with mana whenua and community leaders through the implementation and monitoring of the Whanganui Welcoming Communities Plan.	Ongoing	Whanganui District Council, tangata whenua, community leaders
1.2 Leaders – both designated and unofficial – reflect the diversity in the local community, as does the council workforce.			
1.2.1	Improve the Council's employee cultural diversity data collection methods.	Year 1	Human Resources Team, Whanganui District Council
1.2.2	Investigate the suitability of a Council Diversity, Inclusion and Equal Employment Strategy or similar for the Whanganui District Council that acknowledges the importance of cultural diversity.	Year 2	Human Resources Team, Whanganui District Council
1.3 Leaders model the principles of inclusiveness, openness, tolerance, respect and acceptance of all cultures in the community.			
1.3.1	Develop and deliver cultural understanding education for Council employees, elected representatives and interested community leaders and groups.	Year 1-2	Culture and Community and Human Resources Teams, Whanganui District Council
1.3.2	Continue the Council's active leadership and participation in citizenship ceremonies and cultural celebration events.	Ongoing	Governance Team, Whanganui District Council
1.4 There are clear roles, responsibilities and ownership within the Council and in the wider community for the Welcoming Communities programme.			
1.4.1	Establish an advisory group to monitor the implementation of the Whanganui Welcoming Plan.	Year 1	Culture and Community Team, Whanganui District Council
1.4.2	Build and maintain mutually beneficial Welcoming Communities relationships locally, regionally and nationally.	Ongoing	Culture and Community Team, Whanganui District Council
1.5 Council internal and external policies, services, programmes and activities recognise and address cultural diversity.			
1.5.1	As Council policies, services, programmes and activities reach renewal, review through a cultural diversity lens and update where appropriate.	Ongoing	Whanganui District Council
1.6 A range of leadership opportunities in the Council and the wider community are available to and taken up by newcomers.			
1.6.1	Promote leadership opportunities such as mentoring and internships within the Council, businesses and the wider community to newcomers.	Ongoing	Whanganui District Council, Whanganui & Partners ⁸ , community groups
1.6.2	Promote the Whanganui District Council Youth Committee leadership opportunity to eligible newcomers.	Ongoing	Governance, Culture and Community Teams, Whanganui District Council

⁸ Whanganui & Partners is tasked by Whanganui District Council to oversee its economic development activity.



2. Welcoming Communications

People of all cultures and backgrounds feel included, listened to and well informed through a range of ways that take into account their different communication needs.

2.1 The community is well informed about the local benefits of immigration and the Welcoming Communities programme, including success stories.			
2.1.1	Investigate an online hub where locals can connect with newcomers and learn about the benefits they bring to the Whanganui community.	Year 2	Culture and Community and Communications and Marketing Teams, Whanganui District Council
2.2 The Council is well informed about newcomers to the district and pro-actively seeks data about newcomers from relevant sources.			
2.2.1	Use available data sources such as Statistics New Zealand, profile.id and forecast.id to better understand the demographics of the Whanganui community and share this information within the Council and the wider community.	Ongoing	Whanganui District Council
2.2.2	Maintain Council support of the Whanganui Community Database.	Ongoing	Community House, Culture and Community Team, Whanganui District Council
2.3 The Council's engagement with all residents is two-way, culturally appropriate and fit for purpose.			
2.3.1	Develop a language and translation register of Council employees and utilise these skills where appropriate.	Year 1	Human Resources Team, Whanganui District Council
2.3.2	Source useful translated resources of relevant information (for example on civil defence) from national organisations and distribute to newcomers.	Year 1	Culture and Community Team, Whanganui District Council
2.4 Council communication materials and messages are inclusive and reflect the diversity of the local community. Council encourages other agencies, businesses and organisations to follow this model.			
2.4.1	Partner with community newspapers to develop a regular 'newcomer' feature showcasing positive newcomer stories and relevant information.	Year 1	Community newspapers, Culture and Community and Communications and Marketing Teams, Whanganui District Council
2.4.2	Increase the cultural diversity of imagery used in Council communications.	Ongoing	Communications and Marketing Team, Whanganui District Council



3. Equitable Access

Opportunities to access services and activities and to participate in the community are available to all, including newcomers.

3.1	The Council partners with local businesses, organisations and sectors to identify and address barriers for newcomers to accessing services and participating in the community.		
3.1.1	Establish an information kiosk in the Whanganui Municipal Building foyer to improve 'welcome-ness', showcase diversity and promote Council services.	Year 1	Culture and Community Team, Whanganui District Council
3.1.2	Investigate the viability of a 'Whanganui App' or similar that is compatible with translation apps.	Year 2	Whanganui District Council.
3.2	The Council and other organisations in the community research, design and deliver services that take account of the different circumstances (for example rural/urban) and cultural backgrounds of all service users, including newcomers.		
3.2.1	Establish a Whanganui Local Settlement Network and/or Newcomer Network or a combination of both or similar.	Year 1	Welcoming Community stakeholders
3.3	All community members are well informed about the services available in the community. Newcomers are made aware of and are using these services.		
3.3.1	Introduce newcomers, through a variety of methods, to existing local social, recreational, sporting, cultural, arts and other groups and networks operating in the Whanganui community.	Ongoing	Welcoming Community stakeholders

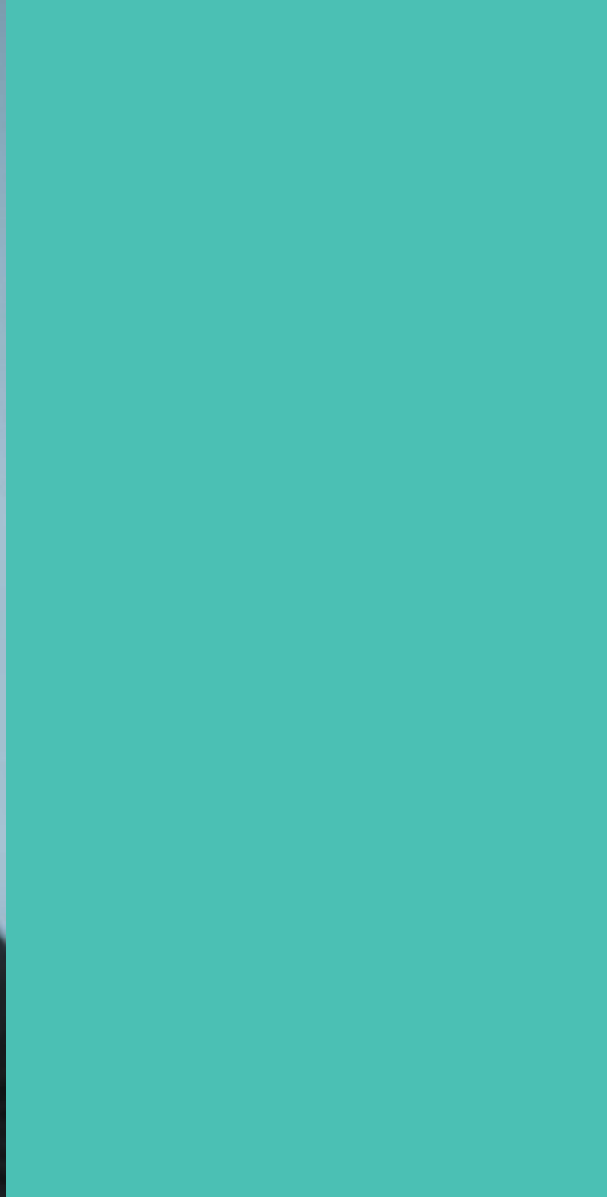




4. Connected and Inclusive Communities

People feel safe in their identity and that they are connected with and belong in the community. There are high levels of trust and understanding between members of the receiving community and newcomers.

4.1 Coordinated, comprehensive and appropriate initial welcoming support services are available from the Council, other agencies and community organisations.			
4.1.1	Develop and distribute a comprehensive 'Welcome to Whanganui' pack.	Year 1	Culture and Community Team, Whanganui District Council
4.1.2	Create and regularly update a 'Welcome to Whanganui' page on the Whanganui District Council website home page.	Year 1	Culture and Community and Communications and Marketing Teams, Whanganui District Council
4.2 The receiving community is well equipped and supported to welcome and interact with newcomers.			
4.2.1	Investigate the suitability of a community-led buddy system for newcomers and implement if viable.	Year 2	Community groups
4.2.2	Work with community groups to identify and implement ways to improve coordination and connections between the Council and community groups.	Ongoing	Welcoming Community stakeholders
4.2.3	Invite locals to suggest ways to be involved in welcoming activities.	Ongoing	Culture and Community Team, Whanganui District Council, Community Groups
4.3 Members of the receiving community and newcomers build relationships and are at ease with connecting and learning about and from each other.			
4.3.1	Educate newcomers on the value of New Zealand's nature and wildlife.	Year 1-2	Bushy Park Sanctuary, Culture and Community Team, Whanganui District Council
4.3.2	Work with local safety and emergency organisations like Community Patrols and Neighbourhood Watch to encourage newcomers to be involved in safety initiatives and emergency preparedness.	Year 2	Safer Whanganui, Whanganui District Council
4.3.3	Encourage Volunteer Whanganui and other community groups to create volunteer opportunities for newcomers, both as participants and as service recipients.	Ongoing	Community groups
4.3.4	Advise newcomers on environmental matters such as recycling.	Year 1-2	Whanganui Resource Recovery Centre, Community and Culture Team, Whanganui District Council
4.4 Different cultures are celebrated and people are supported to express their cultural beliefs and customs, including language and religious practices.			
4.4.1	Support the development of a comprehensive and user-friendly community event calendar	Year 1	Culture and Community Team, Whanganui District Council







5. Economic Development, Business and Employment

Communities maximise and harness the economic development opportunities that newcomers can offer. Councils work with business associations to promote the contribution that newcomer business owners and skilled migrants make to the district's economy.

5.1 Newcomers, including international students, are supported to access local information, services, networks and assets required to help them into business and employment.			
5.1.1	Encourage connections between international students and community groups.	Ongoing	Community groups, international student providers
5.1.2	Build international student networks through the coordination of existing events.	Ongoing	International student providers, Whanganui & Partners, Culture and Community Team, Whanganui District Council
5.2 Newcomers, including international students, are supported with the local knowledge and skills to ensure they can operate successfully in the New Zealand work environment, either as a business owner or an employee.			
5.2.1	Promote events, activities and business support initiatives such as business mentoring to newcomers and the wider community.	Ongoing	Whanganui & Partners
5.3 The community recognises the value of diversity in the workplace, of newcomers' contribution to the district's growth and of the resulting wider economic benefits.			
5.3.1	Showcase the value of businesses and employers with diverse workplaces and inclusive work practices through positive media articles in local newspapers, other media outlets and online.	Ongoing	Communications and Marketing Team, Whanganui District Council, Whanganui & Partners
5.4 Local employers and workforces develop their intercultural competency.			
5.4.1	Support the development of a cultural understanding education programmes for interested businesses and organisations.	Year 2	Culture and Community and Human Resources Teams Whanganui District Council, Whanganui & Partners
5.5 Mutually beneficial connections and initiatives are set up with migrant business people by local business community and professional networks.			
5.5.1	Investigate who could host information sessions targeted at migrant business owners.	Year 2	Culture and Community Team Whanganui District Council, Whanganui & Partners
5.5.2	Encourage connections between the Whanganui Chamber of Commerce, Whanganui and Partners and local migrant business owners.	Ongoing	Whanganui & Partners, Culture and Community Team Whanganui District Council



6. Civic Engagement and Participation

Newcomers feel welcome to fully participate in the community. Newcomers are active in all forms of civic participation.

6.1 The Council's elected members and staff effectively communicate with newcomers to promote their engagement in local government processes.			
6.1.1	Commence regular 'meet your local government leaders' events.	Year 1	Governance Team, Whanganui District Council
6.1.2	Encourage eligible newcomers to vote in local and central government elections.	Year 2	Electoral Commission
6.1.3	Encourage newcomers to attend existing civic activities to help build their knowledge of the Whanganui community and develop their networks.	Ongoing	Communications and Marketing Team, Whanganui District Council
6.2 Newcomers are encouraged and enabled to get involved in local government and civil society.			
6.2.1	Investigate the viability of a Whanganui Multicultural Forum.	Year 1	Culture and Community Team, Whanganui District Council, community groups
6.2.2	Research, develop and implement innovative approaches to engage with newcomers that foster participation in local decision making and other democratic processes.	Year 2	Policy Team, Whanganui District Council
6.3 Newcomers' efforts and achievements in civic participation and community life are acknowledged and celebrated.			
6.3.1	Identify newcomers and associated groups who may align with the criteria to enter the Trustpower Community Awards and other community awards.	Ongoing	Welcoming Community stakeholders
6.3.2	Look at ways to enhance citizenship ceremonies, for example including recognition of newcomer achievements whilst gaining their citizenship and conducting the ceremony at a local marae.	Ongoing	Governance Team, Whanganui District Council

7. Welcoming Public Spaces

Newcomers and receiving communities feel welcome in and comfortable using public spaces.

7.1	The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community.		
7.1.1	Develop an orientation tour of Whanganui that showcases public spaces and facilities to newcomers.	Year 1	Culture and Community Team, Whanganui District Council
7.1.2	Advise newcomers on active transport opportunities in the district.	Year 2	Roading Team, Whanganui District Council
7.2	Welcoming public spaces provide opportunities to build trust and relationships between newcomers and members of the receiving community.		
7.2.1	Establish a rolling culturally diverse art space in Council buildings and in public spaces/areas.	Year 2	Culture and Community Team, Whanganui District Council
7.3	Public spaces and buildings create a sense of community ownership and inclusion for all, including newcomers.		
7.3.1	Increase the range of cultural diversity activities and programmes initiated by Council libraries.	Year 1	Library Team, Whanganui District Council
7.3.2	Investigate the viability of establishing a central meeting place for newcomers to gather and socialise.	Year 2	Culture and Community Team, Whanganui District Council, community groups
7.3.3	Establish a regular walking tour of the Whanganui Town Centre that showcases art, culture and heritage.	Year 2	Planning and Culture and Community Teams, Whanganui District Council





8. Culture and Identity

There is a shared sense of pride in being part of a culturally rich and vibrant community. People feel their culture is respected and valued by other members of the community. There are opportunities to learn about each other's cultures.

8.1 Receiving communities and newcomers share and celebrate their cultures with each other, facilitated by the Council and others in the community.			
8.1.1	Facilitate the availability of Treaty of Waitangi education programmes when requested.	Ongoing	Culture and Community Team, Whanganui District Council, tangata whenua
8.1.2	Provide information about funding opportunities for community groups that would like to celebrate cultural diversity.	Ongoing	Culture and Community Team, Whanganui District Council
8.1.3	Maintain support of the Whanganui Festival of Cultures event and encourage expansion.	Ongoing	Culture and Community Team, Whanganui District Council
8.1.4	Be responsive to requests from newcomers and existing residents of all cultures to hold events to celebrate significant cultural occasions.	Ongoing	Welcoming Community stakeholders
8.2 Newcomers and the receiving community understand what values they each hold dear.			
8.2.1	Support Whanganui's International Women's Group to promote participation in its activities.	Ongoing	English Language Partners, Culture and Community Team, Whanganui District Council
8.2.2	Support, when requested, a range of events, exhibitions and workshops that acknowledge cultural diversity and increase awareness in the community.	Ongoing	Welcoming Community stakeholders



What will success look like?

We will know we have fulfilled our outcomes when the following targets are met:

Target 1

Whanganui District Council gains accreditation as a Welcoming Community.

Data source: Attain Welcoming Community accreditation (MBIE)

Current rate: Not applicable

Target 2

Our sense of belonging increases.

Data source: Annual Community Views Survey

Current rate: 51% strong sense of belonging (2017)

Target 3

Our district is more culturally diverse.

Data source: Census data (Statistics New Zealand)

Current rate: Census 2013 data

Target 4

Our perception of being a welcoming district increases.

Data source: Whanganui Welcoming Communities Survey 2019

Current rate: 69.7% of residents perceive Whanganui is extremely / moderately welcoming (2018)

Monitoring and Review

The Whanganui Welcoming Communities Advisory Group (the Advisory Group) will meet regularly until November 2019. These meetings may occur every two months. Their purpose will be to monitor implementation of the plan.

A key role of the Advisory Group will be to champion the Welcoming Communities Programme and advocate for newcomers. The Advisory Group will work with the Council to ensure the actions of the plan are undertaken to best practice to ensure the needs of newcomers are effectively represented.

The plan will be reviewed in part or whole in 2020.



Glossary of Terms

Term

Definition

Newcomers

Refers to recent migrants (up to five years in New Zealand), former refugees and international students. However, we expect the programme to have positive benefits for existing residents as well as for New Zealanders who may have recently moved to our district.

Community

Refers to everyone living and working in a community.

Mana whenua

Whanau, hapū and iwi with ancestry and occupation sourced in whakapapa.

Tangata whenua

The people of the land.

Civil society

Civil society refers to those agencies that have a statutory duty to serve society.





Whanganui District Council

Welcoming Communities Plan

2018-2019