



ASHBURTON DISTRICT'S WELCOMING PLAN

Whakatau mai ki te rōhe o Hakatere

MAY 2018

*Fostering connections between newcomers
and our communities*



Welcoming Communities New Zealand is a government initiative led by the Ministry of Business, Innovation and Employment, in partnership with the Department of Internal Affairs (including the Office of Ethnic Communities) and the New Zealand Human Rights Commission.



Allenton School students perform at an Ashburton District Council Citizenship Ceremony



WHAKATAUĀKI

Te Whāriki kia mōhio ai tātou ki a tātou The Tapestry of Understanding

E kore e taea e te whenu kotahi
ki te raranga i te whāriki
kia mōhio ai tātou ki a tātou.
Mā te mahi tahi o ngā whenu,
mā te mahi tahi o ngā kairaranga,
ka oti tēnei whāriki.

I te otinga
me titiro tātou ki ngā mea pai
ka puta mai
a tana wā, me titiro hoki
ki ngā raranga i makere
nā te mea, he kōrero anō kei reira.

The tapestry of understanding
cannot be woven
by one strand alone.
Only by the working together of strands
and the working together of weavers
will such a tapestry be completed.

When it is complete
let us look at the good
that comes from it
and, in time we should also look
at those dropped stitches
because they also have a message.

- Ku Tirikatene





WELCOME FROM THE MAYOR

He aha te mea nui o te ao?

What is the most important thing in the world?

He tangata, he tangata, he tangata

It is the people, it is the people, it is the people.

Tēnā koutou katoa, hello and welcome.

The Welcoming Communities Programme provides us with an exciting opportunity to build a resilient and vibrant community where everyone can be part of our economic, civic and social life.

We each have a strong desire to contribute to our own and our families' future. As too do those choosing to come and settle in our district. Communities that actively build bridges between locals and newcomers set themselves apart.

Involving locals in welcoming newcomers into a community gives a wider group of people a sense of ownership and opportunity to shape and participate in creating a sense of place. In feeling part of an environment where newcomers and community members feel able to connect and can access and create opportunities.

Settlement is a two-way process of adaptation, and just as newcomers need support so too, do we – to understand why newcomers are here, the value they contribute, the challenges they face and the support they and we may require to assist effective settlement.

But we need you to help make that happen. We want the activities in our Welcoming Plan to help welcome, connect with and include newcomers to create an environment where we all take pride in being part of a culturally rich and diverse

community. Our Welcoming Plan gives us all an opportunity to step up as leaders, step into and experience the cultural and social diversity of our changing communities.

Our Welcoming Plan affirms our Council and the district's commitment to work as one. It seeks to foster an environment of acceptance and inclusion and create a sense of belonging for all. Like our existing community, newcomers settling in our district are an asset. They are innovative, entrepreneurial, skilled, and are needed here. Just like us, they all want to be connected to their communities.

I thank all of those that have had active roles in shaping our Welcoming Plan. You will see there are lots more opportunities in the plan for you all to be part of welcoming activities. I invite you all to help implement these. Keep an eye on our Welcoming Communities website and Facebook page to find out what is happening and how to get involved.

This is our call to action, and it is my honour to join and lead you in our journey.

Nō reira tēnā koutou, tēnā koutou, tēnā ra tātou katoa.

Mayor Donna Favel

www.welcomingcommunitiescanterbury.com

Follow us @Welcoming Communities-Ashburton District

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ABOUT WELCOMING COMMUNITIES

Fostering Connections between Newcomers and Community Members

The Welcoming Communities Programme (Programme) aims to encourage and support local Councils and their communities to take a greater leadership role by fostering connections between newcomers and local community members. It seeks to embrace and draw on the significant cultural values of *Whānaungatanga* - a sense of belonging, kinship and support, and *Manaakitanga* – the value of showing respect, extending hospitality and caring for other people regardless of their status.

Welcoming Communities is an initiative led by Immigration New Zealand (Immigration NZ), in partnership with the Office of Ethnic Communities (OEC), the Department of Internal Affairs (DIA) and the Human Rights Commission. It is being piloted across five regions and involves nine Councils. Under the Canterbury Mayoral Forums Regional Economic Development Strategy's (CREDS) Newcomer and Migrant Settlement work stream, both the Ashburton and Selwyn District Councils are involved in the pilot. The intention in time, depending on the pilot's success, is for the Programme to be rolled out wider across New Zealand including other Canterbury Councils – for all of Canterbury to become a "Welcoming Canterbury".

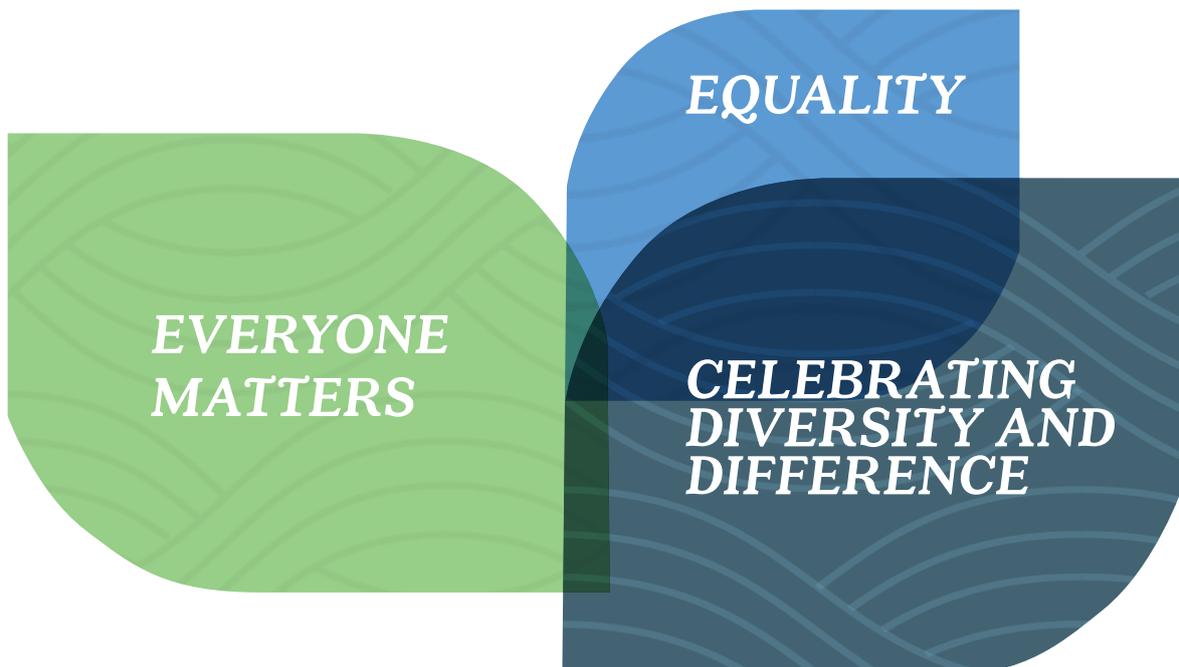
At the heart of the Programme is our community – that's you, the residents of the Ashburton District. The emphasis of Welcoming Communities is on building connections between newcomers and local communities

through inclusive welcoming activities. This emphasis drives the shared community approach we have taken to develop our Welcoming Plans. Working in a shared and collaborative manner leads to a shared understanding and appreciation of each other – and with that comes positive social, economic and cultural benefits for our district.

We all live, work, play and connect with others in our district and pride ourselves on being friendly, open and good hosts. It's fundamental to who we are and our values. However, like the rest of the world, New Zealand has not been immune to anti-immigration messages and the current global shift from idealism to realism in terms of taking action toward greater equality for all.

Welcoming Communities seeks to turn these negative messages into the more positive and recognises that communities are in need of support also. It provides a vehicle to promote, showcase and enhance existing programmes and activities occurring in the inclusion and settlement space. It works to build on these by extending the capability of communities to welcome and foster relationships with newcomers and increase capability, sense of belonging and acceptance across a community.

This Programme is part of a global movement which includes Cities of Migration, in Canada, Welcoming America, in the United States, and Australia's Welcoming Cities. Here in New Zealand there are five regions piloting the Welcoming Communities Programme. In addition to Ashburton and Selwyn for the Canterbury region, they are Tauranga/Bay of Plenty, Whanganui, Palmerston North and Southland.



The Benefits of Welcoming Communities for the Ashburton District

Ashburton District is one of New Zealand's fastest growing rural districts, with a population increase of 22% since 2006. This growth has been driven primarily by the strong local rural economy, which has boosted workforce requirements in the primary (such as the agriculture) and secondary (such as manufacturing) sectors. The tourism and retail sectors have also experienced growth over this period, providing jobs and economic diversity to the district.

Labour demand in the primary and secondary sectors has led to a large increase in migrants and immigrants to the district, transforming Ashburton District's cultural diversity over the last decade. Māori, Pasifika, Asian and European populations have flourished, bringing with them new cultural, religious and social practices.

Many more residents are becoming New Zealand citizens, with the number of people involved in citizenship ceremonies in the district increasing rapidly over the last decade. With low unemployment and an ageing population, the district faces demographic and economic challenges in sustaining growth and prosperity over the long term.

Welcoming Communities is a vehicle that can help to enhance and support many of the current services and initiatives in place (or being developed) to attract and retain business, support social cohesion and resilience and improve the livability of our communities by connecting and fostering a community of acceptance and inclusion.

Through our community groups, businesses and organisations there are increased opportunities to engage with and celebrate population diversity, learn about each other and those new to our district. Like our existing community, newcomers settling in our district are an asset and are needed. They are innovative, entrepreneurial, skilled, contribute to community wealth, health and well-being, and all want to be connected to their communities just like us. Communities that intentionally connect and actively include people from all cultural backgrounds in social, civil and economic life set themselves apart. By fostering a community of acceptance and inclusion, quality of life for all residents is improved.

He Oranga Mou
He Oranga Mō Mātou
He Oranga Mō Tātou Katoa

*A place of well-being for you,
For us,
For all of us.*

The Welcoming Communities Standard

The Welcoming Communities Standard for New Zealand (the Standard) is a central component of Welcoming Communities. It provides a benchmark for the features of a welcoming community and is the basis for councils (in collaboration with their communities) to be accredited as a 'Welcoming Community'. The Standard sets out what a successful community looks like and is deliberately outcome-focused. The outcomes-based standard is organised around eight elements to building a Welcoming Community. The eight elements are:

1. Inclusive Leadership
2. Welcoming Communities
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

The Ashburton District Council is working towards achieving accreditation as a Welcoming Community. Developing and implementing our Welcoming Plan is part of working toward accreditation. Our Welcoming Plan sets out how our district will meet the Standard's outcomes.

Council Funding Provision for Welcoming Communities

As one of the ten Canterbury Councils who have formally agreed to be part of CREDS, the Ashburton District Council has made a financial commitment (in addition to funding received from Immigration NZ) to pilot the Welcoming Communities Programme.

The Council recognises that we need to attract and retain skilled newcomers to meet our labour markets needs and help our district to flourish. Welcoming Communities helps us do this in a considered way. We have therefore included Welcoming Communities in the 2018-2028 Long Term Plan (LTP) along with Newcomer & Migrant Settlement Support initiatives through CREDS.

To reflect the Council's commitment to Welcoming Communities, funding has been allocated for Year One of the 2018-2028 LTP to support the second pilot year of Welcoming Communities implementation under the Council's Economic Development portfolio. The Council will need to determine continued funding of the Welcoming Communities Programme from 2019/20 through Annual Plan processes.

About our Welcoming Plan - *Whakatau mai ki te rōhe o Hakatere*

The Ashburton District Welcoming Plan (the Plan) belongs to our community. It is the driver for and sits at the heart of the Welcoming Communities Programme. The welcoming activities in our Plan turn a great idea into an on-the-ground reality.

It reflects the voices and views of our community and outlines the actions we will take together to build an even more inclusive and connected welcoming environment for newcomers and the whole of the community.

The Plan has been developed within a framework led by a local Steering Group overseen by a strategic Advisory Group and championed by our Governors¹. Each group has played and will continue to play a distinct role in the development and implementation of the Programme during the term of the pilot.

The Welcoming Communities Programme and plan development process has been socialised with the community over a six month period. Both qualitative and quantitative data has been collected via activities including analysis of Council policy, publications and processes, Councillor, Community Board and staff surveys, community online surveys, community workshops held across the district and workshop exercises with Advisory and Steering Groups.

In your feedback you told us where and how further efforts could be directed, and provided us with innovative ideas for new welcoming activities. You also pointed out that a good deal of welcoming activity is already happening in our district and there is no need to reinvent what is working well. We agree and have included some current welcoming activities in the Plan. We want to shine a light on this work and see if we can enhance it further.

The broad scope of the Programme, together with the time constraints for Plan development does mean that there are likely people or groups either involved with newcomers or newcomers themselves who were not able to participate. It also means that some existing activities are not present in the Plan. This of course does not stop community, cultural and sporting groups, agencies and individuals from undertaking your own activities outside of the Plan to support newcomers to feel 'at home'. In fact, we encourage it and want the community to embrace other activities. To reflect on their current structures and communications and trial new ideas to encourage greater community connections that help make our district even more welcoming.

A significant role of the Welcoming Communities Programme Coordinator is to encourage welcoming best practice and continue to promote the Programme. Part of this is building community participation in Plan activities especially through the formation of action teams that will lead activity implementation. The Coordinator will play a varied role across all activities as an activity driver, connector or advisor.

Those wanting to be involved in a much more detailed way should make contact with the Welcoming Community Programme Coordinator at the Council to register their interest.

As with any pilot and new initiative, it is important that we work together to make Welcoming Communities a success across the Ashburton District. While some activities might start of small, with time they may evolve and take on new objectives. It is expected that throughout the course of the pilot, as new people and groups become involved, and new perspectives and experiences are uncovered that this will help inform and guide the Programme. This is our community's call to action, to get involved, work together and build a strong, resilient and inclusive district.

Governance, Advisory and Steering Group members² are to be acknowledged for the commitment they have demonstrated as active participants and key contributors to the design and development of the Programme to date and of their ongoing roles during Plan implementation. We also acknowledge Ashburton District Councillors, Methven Community Board members and the many groups and individuals that have made a contribution. We also welcome the contributions that others across the district will make as our Plan becomes a reality.

He nui maunga e kore e tae a te whakaneke, he nui ngaru moana mā to ihu o te waka wāhi.

A great mountain cannot be moved, but a giant wave can be broken by the prow of a canoe.

(Do not give up too easily- some things are possible.)

The Layout of our Welcoming Plan

Our Welcoming Plan is structured around the eight elements of the Welcoming Communities Standard. Welcoming activities sit under each of the eight elements and their supporting outcomes. Element outcomes help paint a picture of what success under each element could look like.

We recognise that many of the welcoming activities interconnect and touch on other element outcomes and therefore could equally sit under one or more different outcomes. For the purposes of this Plan, we have arranged our welcoming activities under the element outcomes of best fit.

Under each activity, key actions, timeframes, lead and supporting roles are included. You will note that some activities have been completed, are already occurring or are already well on the way to be produced or implemented. Delivery of some activities will be take longer and will need us all to work together to make them happen.

The activities sitting under each element outcome are either:

- existing activities where the objective is to build their profile, support, strengthen and enhance them, and/or engage wider community support for their delivery and success, or

¹Please see Appendix 2 for the Welcoming Plan Development Framework and outline of the role of each group.

²Refer to Acknowledgments for a full list of Governance, Advisory and Steering Group members.

- new activities that the community have highlighted as possible ways to work in new ways or are areas for development.

Some activities require further research or investigation and are therefore exploratory. The intention being to undertake this exploratory phase and determine the feasibility of potentially developing the activity further for implementation.

Activities are either Council led, conducted in partnership or led by a community or cultural group, NGO, agency, local Māori, local business or business organisations. Supporting roles are also noted or will be determined as needed. Many of the activities will initially involve exploratory discussions with the expectation that in time the community will take

Anticipated welcoming activity outcomes:

<p>Whānaungatanga</p> <ul style="list-style-type: none"> ■ Demonstrating community leadership and embracing the cultural and social diversity of our changing communities. ■ Publicly showcasing, celebrating and embracing the district's changing ethnic and cultural diversity to build community awareness and appreciation of our newcomer populations. ■ Helping to assist newcomer community participation and their ability to settle in New Zealand. ■ Promoting the benefits of those coming to our district and why welcoming initiatives are important. 	<p>Manaakitanga</p> <ul style="list-style-type: none"> ■ Fostering an environment where the community embrace and champion the core values of inclusiveness, openness, tolerance, respect and acceptance that underpin welcoming and inclusive communities. ■ Helping to reduce isolation for newcomer families and individuals (rural and urban). ■ Providing a platform for our cultural groups to demonstrate leadership, have a voice, express their beliefs and customs, and be part of creating an environment of learning, inclusion and participation.
<p>Mohiotanga</p> <ul style="list-style-type: none"> ■ Providing tools that assist the local community to be well equipped and supported to welcome and interact with newcomers. ■ Helping to assist newcomer community participation and their ability to settle in New Zealand. ■ Identifying and reflecting information needs across a diverse range of groups. ■ Capturing stories from local people and organisations that are already supporting the Ashburton District to be a welcoming community. ■ Providing opportunities to analyse population diversity, to understand its impacts and to identify community needs or ways to promote and celebrate it. 	<p>Kotahitanga</p> <ul style="list-style-type: none"> ■ Building community awareness and understanding of the Welcoming Communities Programme and of newcomer contribution to the economic, civic, social and cultural fabric of the district. ■ Leveraging off existing community groups that have established community networks and services to drive and support the Programme. ■ Connecting members of the community with others they might not ordinarily connect with. ■ Building social cohesion and community pride. ■ Building an understanding of the positive impacts of cultural and ethnic diversity and the benefits that come from a more connected and inclusive community. ■ Bringing diversity into the public domain and encouraging use of public spaces in a positive and rewarding way. ■ Helping to break down prejudice and fear of migrants and newcomers and their cultures.

ownership and drive the activities. Some activities will involve more of a hands on role by the Welcoming Communities Programme Coordinator through activity development and implementation processes.

Anticipated outcomes from our welcoming activities are grouped under four cultural values of:

- **Whānaungatanga** - a sense of belonging- kinship and support
- **Manaakitanga** – the value of showing respect, extending hospitality and caring for other people regardless of their status.
- **Mohiotanga** – sharing of information.
- **Kotahitanga** – oneness, encouraging unity.

We will monitor and measure the outcomes and impact of the individual welcoming activities and the Programme as a whole along the way. Examples of measures will include:

- Activity evaluation and feedback.
- Production, distribution and use of tools or guidance.
- Requests by community, cultural, sporting, business groups and organisations for Programme and activity information and guidance material.
- Numbers of newcomer and community members participating in activities steadily growing.
- Over time sharing, promoting and implementing best practice across all sectors of the community.
- Positive portrayal of connected and inclusive practices demonstrated by community leaders and whole of community steadily growing.

WELCOMING ACTIVITIES



Inclusive Leadership

1.

Goal

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.

Outcomes

1.1 Māori

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.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Ensure active kaitiaki/ manawhenua and Hakatere Marae Committee representation on the Welcoming Communities Advisory and Steering Groups.	Ensure Te Rūnaka o Arowhenua and Hakatere Marae Committee have roles on the Welcoming Communities Steering and Advisory Groups.	Completed by Feb 2018. Evaluation and review of ongoing Advisory and Steering Group commitments will be evaluated in April 2019.	• Welcoming Communities Programme Coordinator.	• Te Rūnaka o Arowhenua. • Hakatere Marae Committee.
Explore the feasibility of preparing guidance to assist community organisations to actively engage with and provide opportunities for Māori involvement in welcoming activities.	Form an action team led by Te Rūnaka o Arowhenua and where appropriate with the Hakatere Marae Committee, to explore the feasibility of preparing community guidance.	Exploratory phase completed by Dec 2018. Subject to funding and resource needs, guidance to be developed from Feb 2019, promoted and implemented from June 2019.	• Te Rūnaka o Arowhenua. • Welcoming Communities Programme Coordinator.	• Hakatere Marae Committee. • Ashburton District Council. • Welcoming Communities Steering and Advisory Group members. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
	Prepare community guidance and implement subject to secured funding and resourcing.			
Explore the potential to work with Te Rūnaka o Arowhenua and where appropriate with the Hakatere Marae Committee, wider community groups and organisations to develop a Māori education programme for the community.	Form an action team to work with Te Rūnaka o Arowhenua and where appropriate with the Hakatere Marae Committee and supporting groups, to discuss delivery of a staged education programme.	Exploratory phase to identify feasibility completed by Dec 2018. Project design from Dec 2018 and implementation from May 2019 (depending on feasibility). Evaluation of progress from July 2019.	• Te Rūnaka o Arowhenua. • Welcoming Communities Programme Coordinator.	• Hakatere Marae Committee. • Welcoming Communities Steering and Advisory Group members. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
	Implement staged education programme subject to secured funding and resourcing.			

1.2 Leadership diversity

Leaders – both designated and unofficial – reflect the diversity of the local community, as does the Council workforce.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Research and consider development of a Council cultural diversity and inclusion policy for internal Council purposes.	Work with key Council staff to explore and scope the development of a cultural diversity and inclusion policy. This policy would reflect our workforce diversity and embrace Council's commitment of recognising, valuing and celebrating diverse backgrounds, skills, experiences, perspectives and inclusive practices.	Review policy scope, purpose, function and objectives from Sept 2018. Subject to approval, work to develop and implement policy from Feb 2019.	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. Ashburton District Council staff. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.

1.3 Modelling inclusive behaviour

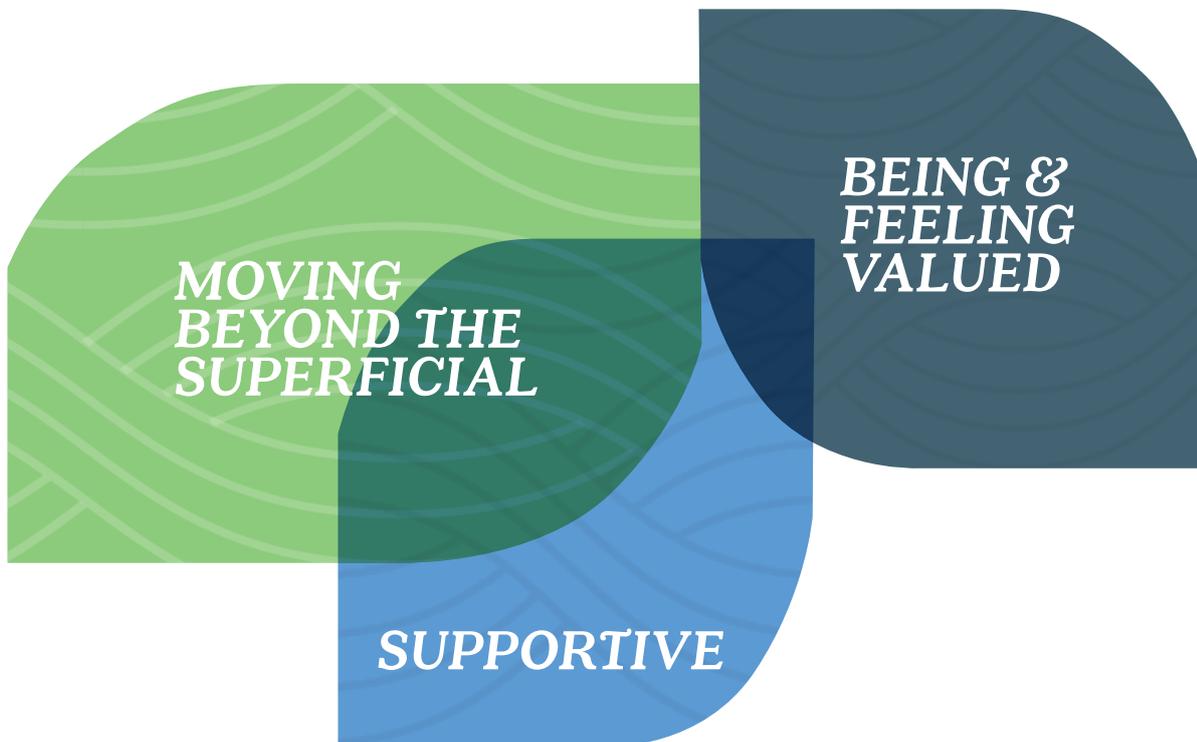
Leaders model the principles of inclusiveness, openness, tolerance, respect and acceptance of all cultures in the community.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Continue to build awareness of and champion welcoming and inclusive practices among local cultural groups, organisations, groups, agencies and businesses.	Continue to work, meet, take up and extend invitations for local cultural groups, organisations, groups, agencies and businesses to learn about the Welcoming Communities Programme and participate in welcoming activities.	Current and ongoing throughout the term of the Programme pilot.	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Welcoming Communities Advisory and Steering Group members.

1.4 Programme ownership

There are clear roles, responsibilities and ownership within Council and in the wider community for the Welcoming Communities Programme.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Enter into formal funding agreement with Immigration NZ for 2 year pilot of the Welcoming Communities Programme.	Enter into and sign funding agreement for a 2 year pilot (1 July 2017 – 30 June 2019).	Completed by July 2017.	<ul style="list-style-type: none"> Ashburton District Council. 	<ul style="list-style-type: none"> Immigration NZ - Ministry of Business, Innovation and Employment.
Create Welcoming Communities Programme Coordinator Role.	Create a new role to lead and coordinate the Programme in Ashburton and support Selwyn District Council with the delivery of their programme of work.	Completed by Sept 2017.	<ul style="list-style-type: none"> Ashburton District Council. 	<ul style="list-style-type: none"> Immigration NZ - Ministry of Business, Innovation and Employment.
Develop a framework for the delivery of the Welcoming Communities Programme across the Ashburton and Selwyn District's, including formation of Welcoming Communities Governance, Advisory and Steering Groups and drafting of Terms of Reference.	<p>Develop a framework and seek approval from the Welcoming Communities Governance Group.</p> <p>Draft and finalise Terms of Reference for the Governance, Advisory and Steering Groups.</p>	<p>Framework developed and approved by Nov 2017.</p> <p>Terms of Reference developed by Nov 2017.</p>	<ul style="list-style-type: none"> Welcoming Communities Governance Group. Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Immigration NZ - Ministry of Business, Innovation and Employment.



1.5 Intercultural intelligence

Council internal and external policies, services, programmes and activities recognise and address cultural diversity.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Undertake activities and set up processes to enhance and build on existing Māori cultural competency and awareness among Ashburton District Council staff.	Work with key staff and Māori leaders to design, trial and implement key initiatives, activities, collateral, training and supporting functions to build staff understanding, awareness, and appreciation of Māori and Ngāi Tahu culture, values, language, customs and engagement methods.	Initiatives to roll out from Oct 2018. Evaluate staff and supporting organisations feedback following implementation of initiatives.	• Welcoming Communities Programme Coordinator.	• Te Rūnaka o Arowhenua. • Hakatere Marae Committee. • Te Rūnanga o Ngāi Tahu. • Ashburton District Council. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
Undertake activities and set up processes to enhance and build on existing intercultural competency and awareness among Ashburton District Council staff.	Work with key staff and organisations to design, trial and implement key initiatives, activities, collateral, training and supporting functions to build staff understanding, awareness, and appreciation of different cultures, their values, language, customs and ways of engaging.	Initiatives to roll out from Oct 2018. Evaluate staff and supporting organisations feedback following implementation of initiatives.	• Welcoming Communities Programme Coordinator.	• Ashburton District Council. • Christchurch Resettlement Services. • Diversity Support Team at Hagley College, CHCH. • Skills Connect – Canterbury Chamber of Commerce. • Interpreting NZ. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.

1.6 Leadership opportunities

A range of leadership opportunities in the Council and the wider community are available to and taken up by newcomers.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Continue to support the Ashburton District Youth Council and their continued collaborative and inclusive practices.	Commit and allocate funding through Council for ongoing management and support of Youth Council development and projects.	Current and ongoing.	<ul style="list-style-type: none">Ashburton District Council.	<ul style="list-style-type: none">Ashburton College.Mount Hutt College. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.

A photograph of a man with dark hair and a goatee, wearing a dark blue zip-up sweater over a dark shirt. He is standing outdoors in front of a large, leafy green tree. The background is slightly blurred, showing more greenery and a grassy area. The overall tone is bright and natural.

**FINDING COMMONALITIES
BETWEEN OUR CULTURES
HELPS US TO WORK
CLOSER TOGETHER.**

Earl Magtibay, Filipino Dairy Workers Association

Welcoming Communications

Goal

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.

Outcomes

2.1 Public awareness

The community is well informed about the local benefits of migration and the Welcoming Communities Programme, including success stories.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Design a Welcoming Communities Canterbury website and Ashburton District Facebook page.	Design, develop, maintain and promote a Welcoming Communities Canterbury website and Ashburton District Facebook presence.	Website and Facebook page designed and launched by Jan 2018. Maintenance and evaluations ongoing.	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. Ashburton District Council. 	<ul style="list-style-type: none"> Priority Communications Consultancy.

2.2 Informed by data

The Council is well informed about newcomers to their region and pro-actively seeks data about newcomers from relevant sources.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Source available data to better understand community demographics and inform Ashburton District Council processes and decision making.	<p>Continue to source reputable datasets (internal and external to Council).</p> <p>Analyse and prepare reports to inform Council processes and decision making.</p> <p>Proactively source datasets from applicable agencies to enable further data analysis in the event that existing collection and analysis of data does not meet decision making requirements.</p>	Monthly, quarterly and annual basis data updates.	<ul style="list-style-type: none"> Ashburton District Council. 	<ul style="list-style-type: none"> Statistics NZ. Infometrics. Ministry of Business, Innovation and Employment New Zealand Police. Canterbury District Health Board. Ministry of Education. Research First. Council Building Consents, Rates, Properties, Customer Services, Assets, and GIS teams.
Publicly promote and celebrate 2018 census data to showcase our changing diversity.	Use 2018 census data to design, develop and promote a poster or media pictorial/ infographic to showcase and celebrate the district's changing diversity.	Produce and distribute the poster or media pictorial once information is released by Statistics New Zealand from Dec 2018.	<ul style="list-style-type: none"> Ashburton District Council. Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Statistics NZ.



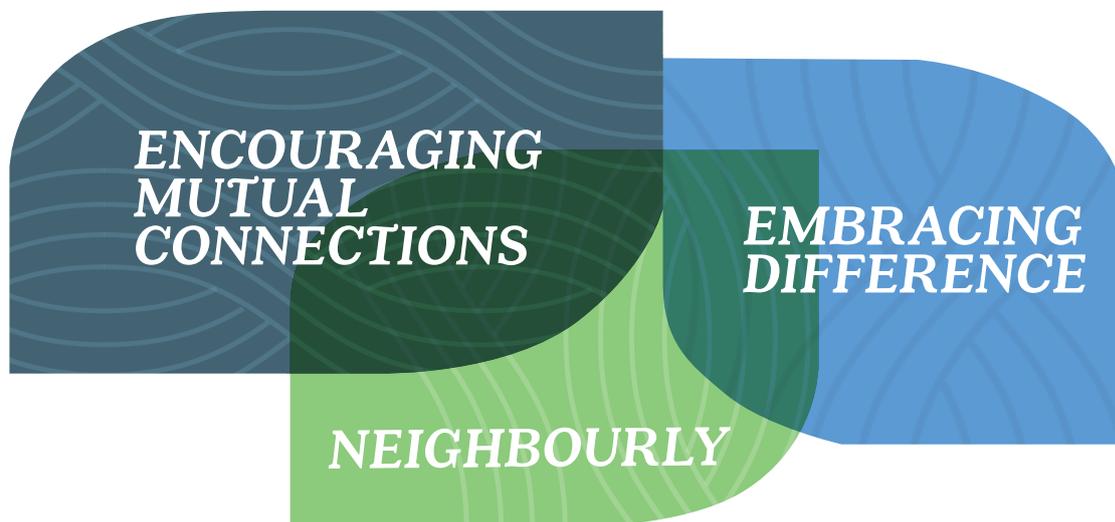
COMMUNICATION IS VERY BROAD, IT'S NOT LIMITED TO WHAT WE SPEAK AND WHAT WE HEAR, IT'S ALSO ABOUT WHAT WE ARE CONFIDENT IN DOING TO CONVEY OUR IDEAS.

Maria Maceren, Ashburton Learning Centre

2.3 Engagement is fit for purpose

The Council's engagement with all residents is two-way, culturally appropriate and fit for purpose.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
<p>Explore the potential to develop a 'Newcomer Engagement' Toolkit for the Ashburton District community.</p> <p>Toolkit is designed to support local organisations, businesses and individuals on best practice techniques when engaging with newcomers. Including how to engage with newcomers and make services and programmes more inclusive and suitable for different newcomer groups in the community.</p>	<p>Work with key community cultural and community groups and other bodies that have designed engagement toolkits, to explore development of a practical written toolkit to help the Council, community groups, businesses and individuals to:</p> <ul style="list-style-type: none"> • understand different cultures and their needs; • be able to assess their communication and engagement styles and channels of communication. 	<p>Explore, scope and agree on potential toolkit design, content and possible funding streams from Nov 2018.</p> <p>Subject to decision, source and secure funding to enable toolkit development from March 2019.</p> <p>Begin implementation from July 2019.</p>	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Welcoming Communities Steering Group members. • Local cultural groups/ leaders and newcomers. 	<ul style="list-style-type: none"> • Local, regional and national businesses, sporting and community organisations, agencies and groups.
	<p>Scope toolkit content, including content roles and responsibilities.</p>			
	<p>Scope and work to secure funding and resource requirements needed to develop a toolkit.</p>			
	<p>Subject to secured funding and resourcing, develop the toolkit and determine its implementation.</p>			



2.4 Culturally-appropriate communications

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.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Promote the Citizens Advice Bureau's (CAB) 'Language Connect' Service.	Work with the CAB national office, cultural and community groups, businesses, agencies and organisations to identify actions to build awareness of, promote and distribute information about the 'Language Connect' service.	Implement actions from Sept 2018.	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. Citizens Advice Bureau (CAB). 	<ul style="list-style-type: none"> Welcoming Communities Advisory and Steering Group members. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
Prepare and promote the monthly Mid Canterbury Newcomers Network Newsletter in the Ashburton Guardian and explore opportunities for newsletter development and additional avenues for promotion.	<p>Prepare monthly newsletter for traditional media promotion on on-going basis and promote it across Mid Canterbury Newcomer Network database and social media.</p> <p>Explore forming an action team to work with supporting groups to assess potential opportunities to enhance the newsletter.</p>	Prepare monthly newsletter and review and evaluate on an ongoing basis.	<ul style="list-style-type: none"> Mid Canterbury Newcomers Network. Welcoming Communities Steering Group members. Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Welcoming Communities Advisory Group members. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
Produce an "Our Community Champions" – Media Profile series in the Ashburton Courier.	Identify key community champions, produce and promote a series of 8 profile stories highlighting each element of the Welcoming Communities Standard.	Profile series produced, promoted and rolled out within existing Council budget by mid-March 2018. Future series determined by Sept 2018.	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Priority Communications Consultancy. Identified community champions.
Explore the potential for a Welcoming Communities Photography Competition to build a library of culturally-appropriate images representing the district's diversity, including activities demonstrating community and newcomer interaction.	<p>Form an action team to work with supporting groups to explore the opportunity for a photography competition.</p> <p>Scope project requirements, competition category and judging criteria, sponsorship and funding needs, project roles, responsibilities and communications/marketing.</p>	<p>Exploratory phase to identify feasibility completed by Sept 2018.</p> <p>Project design from Sept 2018 and implementation from Dec 2018 (depending on feasibility).</p>	<ul style="list-style-type: none"> Welcoming Communities Steering Group members. Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Ashburton District Council. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

3.



Equitable Access

Goal

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

Outcomes

3.1 Partnering for accessibility

Council partners with local businesses, organisations and sectors to identify and address barriers for newcomers to accessing services and participating in the community.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Explore the potential to develop and trial a 'Community Connector' Programme for newcomers.	Form an action team to work with supporting groups to explore the opportunity of developing and trialling a 'Community Connector' Programme. The Programme would facilitate and work with newcomer individuals or families when they first arrive in the community to provide practical assistance with everyday tasks to set up their home and life in the district.	Exploratory phase to identify Programme feasibility completed by Nov 2018. Project design from Feb 2019 and trial implementation from April 2019 (depending on feasibility). Evaluate feedback and determine extension of trial from June 2019.	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Mid Canterbury Newcomer Network. • Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.



SPORT OFFERS HUGE OPPORTUNITIES FOR EVERYBODY. FOR PEOPLE COMING INTO THE AREA IT IS A GREAT WAY OF ACCESSING THE COMMUNITY. IT BROADENS OPPORTUNITIES TO MEET PEOPLE AND BUILD NEW CONNECTIONS.

Jan Cochrane, Sport Canterbury

3.2 Equity of access

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.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Continue to enhance newcomer and community involvement in the S.E.E.D.S Family Wellbeing Programme.	Where able, explore opportunities to engage newcomers (varying age and ethnicity) as active Programme volunteers.	Current and ongoing service.	<ul style="list-style-type: none"> • Safer Ashburton S.E.E.D.S Family Wellbeing Programme. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
	Continue to engage community groups in promotional, volunteer and referral roles to assist programme delivery into isolated rural communities, including newcomer families.			
Deliver the Mid Canterbury Newcomer Rural Driver Licensing Scheme for rural newcomer women.	Develop, promote and implement scheme.	Programme delivered through to 2020.	<ul style="list-style-type: none"> • Mid Canterbury Rural Support Trust. 	<ul style="list-style-type: none"> • Safer Ashburton. • Ashburton Learning Centre. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
Support and promote the Ashburton Learning Centre as a platform for newcomer and community member support, connectivity, learning, and sharing of expertise.	Provide support for and promote centre activities and initiatives across Welcoming Communities networks and wider community channels of communication.	Ongoing.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Welcoming Communities Steering Group members. 	<ul style="list-style-type: none"> • Ashburton Learning Centre.
Subscribe to Office of Ethnic Communities Language Line telephone service for trial period of 12 months to provide staff and members of the community with a tool to assist communication and engagement.	Enter into a 12 month subscription period to trial use of Language Line for use by staff when engaging with community members needing interpretation assistance on everyday Council matters.	Enter into 12 month subscription from July 2018 to July 2019. Evaluate use and feedback from staff and the community to determine ongoing subscription in May 2019.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Office of Ethnic Communities.
	Prepare and promote guidance and communications to assist both staff and the community about use of and access to the telephone service.			
Enter into a Service Level Agreement with Interpreting NZ for a trial period for use of interpreters on occasions where more complex Council matters require specific face-to-face translation and interpretation needs.	Enter into discussions with Interpreting NZ and draft a service level agreement for senior management consideration and approval.	Draft service level approval for approval by Sept 2018. Subject to approval, prepare guidance material for staff and implement from Dec 2018.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Ashburton District Council staff. 	<ul style="list-style-type: none"> • Interpreting NZ. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
	Subject to approval, finalise agreement and prepare guidance material for staff regarding use of Interpretation NZ services.			



Multicultural
Bite 2018

3.3 Awareness of services

All community members are well informed about the services available in the community. Newcomers are made aware of, and are using these services.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Maintain and promote the Community House Community Directory.	Continue to maintain, make changes to and explore the opportunity to enhance the directory on an ongoing basis.	Ongoing basis.	<ul style="list-style-type: none"> House Mid Canterbury staff. 	<ul style="list-style-type: none"> Welcoming Communities Steering Group members. Welcoming Communities Programme Coordinator. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take</p>
Explore the potential for a portal to host a community events calendar.	<p>Be part of current discussions determining the hosting and ownership of a community events calendar, including the functionality to allow community groups to pre plan their own events around or with existing events.</p> <p>Support or assist, where able, any actions arising from discussions.</p>	Evaluate discussion progress Sept 2018 and determine actions in going forward.	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. 	<p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

Connected & Inclusive Communities

Goal

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 communities and newcomers.

Outcomes

4.1 Initial newcomer support

Coordinated, comprehensive and appropriate initial welcoming support services are available from Council, other agencies and community organisations.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Review current Mid Canterbury Newcomer Network Welcome Pack content, promotion and distribution.	Form an action group to work with supporting groups to support and work with the Mid Canterbury Newcomer Network Coordinator to evaluate current Welcome Pack content, its promotion and distribution (including online accessibility).	Evaluation and identified tasks for enhancement completed by Dec 2018. Distribution and promotion of packs to begin from Feb 2019.	<ul style="list-style-type: none"> • Mid Canterbury Newcomers Network. • Welcoming Communities Steering Group members. • Welcoming Communities Programme Coordinator. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
Build community support to promote and encourage newcomer and wider community participation in Mid Canterbury Newcomer Network community and relationship building activities, such as the monthly newcomer meetups, the coffee club and walking group.	Explore opportunities to encourage cultural groups, other agencies, businesses, groups and organisations to promote and encourage participation in Mid Canterbury Newcomer Network community activities across their communications.	Review and evaluation of activities and their promotion ongoing and regular to June 2019.	<ul style="list-style-type: none"> • Mid Canterbury Newcomers Network. 	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Welcoming Communities Coordinator. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
Support and promote the Mid Canterbury Newcomers Network strategic direction.	Where appropriate and able, be part of discussions, to support and promote Mid Canterbury Newcomer Network strategic direction goals and focus areas.	Current and ongoing.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Mid Canterbury Newcomers Network. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

4.2 Welcoming capability

The receiving community is well equipped and supported to welcome and interact with newcomers.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Host a series of cultural awareness workshops for community volunteers and their managers.	Form an action team to work with supporting groups to develop and deliver a series of workshops that helps to educate and support community volunteers and their managers about our own and other cultures and their values (subject to funding and resource requirements).	Undertake to develop and deliver workshop series between June 2018 and July 2019.	<ul style="list-style-type: none"> Volunteering Mid Canterbury. Mid Canterbury Newcomers Network. 	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

4.3 Connectivity

Members of the receiving community and newcomers build relationships and are at ease with connecting and learning about and from each other.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Review and relaunch of '101 Weird and Wonderful Ways to Waste Time' Map Booklet led by the Ashburton Youth Council.	The Youth Council undertake to review as a key project for 2018, the '101 Weird and Wonderful Ways to Waste Time' Map booklet with the view to consider and incorporate Welcoming Communities principles and activities to encourage community and newcomer interaction.	Review and relaunch of booklet completed by Oct 2018.	<ul style="list-style-type: none"> Ashburton Youth Council. 	<ul style="list-style-type: none"> Mid Canterbury Newcomers Network. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
	Undertake relaunch activities that promote active community participation, including newcomers, in booklet activities.			
Support and promote the Mid Canterbury TimeBank as a platform for newcomer and community member connectivity.	Explore opportunities to assist the TimeBank to promote its purpose and its key principles of 'Connect, Contribute and Belong' across the community including cultural groups.	Opportunities explored from July 2018.	<ul style="list-style-type: none"> Mid Canterbury TimeBank. Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Mid Canterbury Newcomers Network Coordinator. Welcoming Communities Steering Group members. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
	Encourage local cultural groups and individuals to actively share their knowledge and talents through 1-1 TimeBank Exchanges and Learning Exchange workshops as a way to build confidence and connections.			
Invite the Selwyn United Football Club to present their 'Connecting with Diversity Plan' at the Sport Canterbury Sports Forum in 2018.	Invite the 2018 Sport Canterbury Award winners 'Selwyn United Football Club' to attend and present at the Sport Canterbury-Mid Canterbury Sporting Groups during late 2018.	<p>Promote and deliver presentation by the end of Aug 2018.</p> <p>Evaluate feedback and consider opportunities for further best practice presentations.</p>	<ul style="list-style-type: none"> Sport Canterbury. 	<ul style="list-style-type: none"> Mid Canterbury Sporting Associations and Clubs.

Table continues on Page 17...

<p>Explore the opportunity to deliver a combined emergency services led event similar to the 'Clued on Kids Day' to be followed by a community education session to educate adults and children on road safety, fire safety, first aid and emergency preparedness.</p>	<p>Lead agencies work together to plan and deliver a community education day for school children and evening session for the wider community including newcomers and cultural groups.</p>	<p>Begin to plan the event from April 2018. Deliver the event by March 2019. Evaluate and determine future event feasibility by June 2019.</p>	<ul style="list-style-type: none"> • Ashburton District Council Emergency Management Team. • Emergency Service Providers <ul style="list-style-type: none"> -Fire -Police -Ambulance /St John -LandSAR. 	<ul style="list-style-type: none"> • Mid Canterbury Schools. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
<p>Develop a series of individual geographic community response plans for those communities that do not have them in place.</p>	<p>Work with geographically defined communities to develop community response plans to enable a community to be self-reliant for a period of 3 days after an event.</p>	<p>Begin to work with individual communities to develop their plans from April 2018.</p>	<ul style="list-style-type: none"> • Ashburton District Council Emergency Management Team. • Individual geographic communities. • Canterbury Civil Defence and Emergency Welfare. 	<p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
<p>Continue discussions with New Zealand Football to introduce a football related activity to encourage connections between newcomers and local community members as a way to build relationships and recognise diversity.</p>	<p>Work with NZ Football, Mainland Football, organisations, cultural groups and newcomers to scope and deliver an activity promoting connections through football.</p>	<p>Activity scoped and developed by November 2018. Implemented by March 2019. Reviewed by June 2019.</p>	<ul style="list-style-type: none"> • New Zealand Football. 	<ul style="list-style-type: none"> • Mainland Football. • Sport Canterbury. • Welcoming Communities Programme Coordinator. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>



EXPOSURE TO OTHER CULTURAL TRADITIONS ULTIMATELY MAKES IT EASIER FOR LOCALS AND NEWCOMERS TO APPRECIATE THEIR OWN AND OTHERS DIVERSITY.

Peter Melrose, Hampstead Primary School

Flores de Mayo Festival 2018

From left: Councillor Thelma Bell, Mayor Donna Favel, Earl Magtibay (President of the Filipino Dairy Workers Association), Jesus Domingo (Ambassador - Embassy of the Republic of the Philippines), National MP Andrew Falloon



4.4 Celebrating diversity

Different cultures are celebrated and people are supported to express their cultural beliefs and customs, including language and religious practices.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Celebrate and express our community’s diversity through art by hosting a schools led “Art in the Park” community event.	Led by the Mid Canterbury Principles Association and the Hakatere Community of Learning design and deliver a community event in the Ashburton Domain that celebrates and showcases the talents and diversity of our youth through art, music, dance, performance with the wider community.	Undertake to develop and deliver the event by the end of March 2019.	<ul style="list-style-type: none"> • Mid Canterbury Principles Association. • Hakatere Community of Learning. 	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Ashburton District Council. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
Explore the opportunity to trial women-only swim sessions at the EA Networks Centre to accommodate different cultural and community needs and create a safe and welcoming environment.	Prepare a programme to trial women-only swim sessions at the EA Networks centre, including scoping costs, session dates, pre-registration details and resources required to do so.	<p>Exploratory phase to identify programme feasibility completed by Sept 2018.</p> <p>Depending on feasibility, proceed with programme design and trial implementation from Nov 2018.</p> <p>Evaluate potential for trial to be extended and enhanced by June 2019.</p>	<ul style="list-style-type: none"> • EA Network Centre staff. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

5.



Economic Development, Business & Employment

Goal

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 region's economy.

Outcomes

5.1 Connections to opportunity

Newcomers, including international students, are supported to access local employment information, services and networks.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Work with SkillsConnect Canterbury to build community awareness about their services and support.	Meet with SkillsConnect Canterbury to discuss opportunities to build a greater presence and awareness of their services across local employers and migrants in the Ashburton District.	Discussions to begin from July 2018. Identified actions to be implemented from Nov 2018. Evaluate community feedback and consider further actions or opportunities.	<ul style="list-style-type: none"> SkillsConnect Canterbury. Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> Welcoming Communities Steering Group members. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.



NEWCOMERS ADD DIVERSITY AND HAVE DIFFERENT SKILLS. YOU NEED TO TRY AND LEARN A BIT ABOUT THEIR CULTURE. WE ARE A MULTICULTURAL TOWN AND NEED TO EMBRACE ALL CULTURES.

Murray McPherson, Lifestyle Motor Homes Managing Director

5.2 Local knowledge

Newcomers, including international students, are supported with the local knowledge and skills to ensure they can operate successfully in a kiwi work environment, either as a business owner or an employee.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Canvass local businesses, cultural and sporting groups, agencies, organisations, and community groups to deliver a community expo showcasing Mid Canterbury.	Gage community interest in delivering an expo for 'all of community' to showcase everything Mid Canterbury. The expo will be designed to enable connections to opportunities in the economic and employment sector but to also showcase lifestyle, social and cultural aspects and include education and interactive activities from different sectors.	Discussions to begin from July 2018. Subject to feasibility, work to deliver a small scale expo in June 2019. Evaluate community feedback after the expo and consider potential delivery of a future expo.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Welcoming Communities Steering Group members. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
	Subject to interest, form an action team with supporting groups to scope the feasibility (including funding and resource requirements) of delivering a small scale pilot.			

5.3 Valuing diversity

The receiving community recognises the value of diversity in the workplace, of newcomers' contribution to the district's growth and of the resulting wider economic benefits.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Explore the opportunity to produce a media profile series that showcases diverse workplaces and inclusive work practices across a number of businesses organisations.	Form an action team to work with supporting groups to scope the opportunity to produce a series of features that highlight diverse workplaces and inclusive work practices, including canvassing local businesses and organisations to gage interest.	Subject to resource, funding and interest, deliver the profile series from Sept 2018.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Welcoming Communities Steering Group members. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.

5.4 Workforce intercultural competency

Local employers and workforces develop their intercultural competency.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Work with SkillsConnect Canterbury to host a workshop for local employers and their staff to build on their intercultural competency.	Meet with SkillsConnect Canterbury to discuss opportunities to determine the approach to be taken to host a workshop for local employers and their staff to build on their intercultural competency.	Discussions to begin from July 2018. Evaluate attendee feedback and consider further workshop activities.	<ul style="list-style-type: none"> • SkillsConnect Canterbury. • Immigration NZ - Ministry of Business, Innovation and Employment. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>



5.5 Connecting to the business community

Mutually beneficial connections and initiatives are set up with migrant business people by the local business community and professional networks.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
<p>Explore the opportunity to deliver two information sessions for existing newcomer business owners and employees about their 'Workplace Health and Safety' responsibilities as employers and employees.</p>	<p>Form an action team to scope the opportunity to deliver two information sessions to build awareness and understanding among existing and prospective migrant and newcomer employers and employees about regulations and responsibilities under New Zealand Health and Safety Law.</p>	<p>Exploratory phase to determine delivery of information sessions completed by Oct 2018.</p> <p>Depending on feasibility, design and deliver sessions by Dec 2018.</p> <p>Evaluate attendee feedback and consider further activities of like or similar.</p>	<ul style="list-style-type: none"> • Canterbury Employers' Chamber of Commerce. • Welcoming Communities Programme Coordinator. 	<p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
<p>Explore the opportunity to deliver an information session for incumbent newcomer business owners (with eligible visas) and those interested in setting up their own business to build their understanding of owning a small business in New Zealand.</p>	<p>Form an action team to scope the opportunity to deliver an information session to build understanding for eligible newcomers on running a small business in New Zealand.</p>	<p>Exploratory phase to determine delivery of information session completed by Dec 2018.</p> <p>Depending on feasibility, (including secured funding) design and deliver session implementation from March 2019.</p> <p>Evaluate attendee feedback and consider further workshop activities.</p>	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Immigration NZ - Ministry of Business, Innovation and Employment. 	<p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

Civic Engagement & Participation

Goal

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

Outcomes

6.1 Promoting participation

The Council's elected members and staff effectively communicate with newcomers to promote their engagement in local government processes.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Integrate further cultural elements into Council meetings.	Explore opportunities to encourage cultural groups' participation and contribution to and at Council meeting agendas. Work with cultural groups to determine their interest.	Identify actions and trial these from Nov 2018. Evaluate Councillor, staff and participants feedback and consider further activities or trial extension.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Ashburton District Council. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
	Identify actions and trial these during Council meetings.			
	Evaluate feedback from Councillors, staff, and cultural groups and determine their feasibility in going forward.			
Integrate activities into the Local Body Elections Vote 2019 campaign to assist newcomer understanding about the voting process.	Explore opportunities and integrate activities and communicate these into the Local Body Elections Vote 2019 campaign.	Identify actions and implement these between March and Oct 2019. Evaluate Councillor, staff and community feedback in preparation for future local election campaigns.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Ashburton District Council. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.

A RAINBOW ISN'T A RAINBOW WITH JUST ONE COLOUR. MAKING OUR DISTRICT MORE COLOURFUL IS WHAT MAKES IT SO BEAUTIFUL.

Alyce Lysaght, Former Chair Ashburton Youth Council

6.2 Facilitating participation

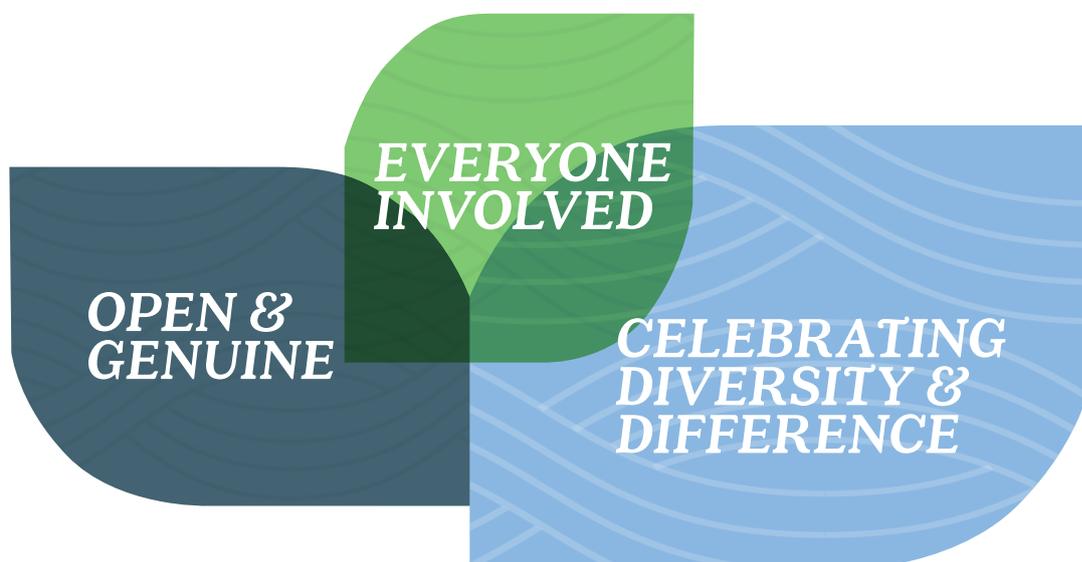
Newcomers are encouraged and enabled to get involved in local government and civil society.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
<p>Engage Volunteer Mid Canterbury in discussions for delivery of an event tailored to help newcomers and migrants learn more about being a volunteer.</p>	<p>Work collaboratively with newcomers and migrants to understand and identify barriers for greater newcomer and migrant involvement in volunteering. This is to scope an event that helps to break down some of these barriers and help build a better understanding about volunteering and how to get involved.</p>	<p>Discussions to begin from Aug 2018.</p> <p>Depending on feasibility, design and deliver event by July 2019.</p>	<ul style="list-style-type: none"> • Volunteer Mid Canterbury. • Welcoming Communities Programme Coordinator. 	<p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
<p>Work with organisations, institutions and groups, including Council, to explore opportunities for integration of newcomer observer roles on boards and committees.</p>	<p>Form an action team to meet with local boards and committees to discuss opportunities for facilitation of newcomer observer roles to:</p> <ul style="list-style-type: none"> • enable improved understanding of governance roles, responsibilities and processes among newcomers to assist greater civic participation and awareness; • build awareness of different cultural perspectives among existing board or committee members. 	<p>Discussions to begin from Aug 2018.</p>	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Welcoming Communities Steering Group members. 	<p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>
<p>Deliver workshops to support newcomer residents to understand New Zealand Citizenship.</p>	<p>Form an action team to work with supporting groups to scope the delivery, including resources and funding of “Pathway to Citizenship” workshops.</p> <p>Workshops will explain and share what it means to become a New Zealander from a legal, human rights and cultural perspective. The target audience for these workshops would be those that have recently become a New Zealand citizen, those becoming and those interested in taking the next step to become a New Zealand citizen.</p>	<p>Subject to resource and funding requirements, undertake to develop and deliver workshops from Oct 2018.</p> <p>Evaluate supporting organisations and participants feedback and modify or continue with workshops.</p>	<ul style="list-style-type: none"> • Welcoming Communities Steering and Advisory Group members. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Ashburton District Council. • Immigration NZ – Ministry of Business, Innovation and Employment. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

6.3 Celebrating participation

Newcomers' efforts and achievements in civic participation and community life are acknowledged and celebrated.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Consider opportunities to enhance our citizenship ceremonies.	<p>Form an action team to work with supporting Council staff and community groups to identify and trial additional activities within the scope of citizenship ceremonies and following the event for attendees. For example manawhenua involvement in formal proceedings, inviting the wider community to share with and celebrate our new citizens, tree planting ceremonies, celebratory lunch and activities to follow formal proceedings.</p> <p>Explore opportunities to engage cultural groups, other agencies, businesses, groups and organisations to promote and encourage local community members to attend ceremonies and celebrate our new citizens and members of our community.</p>	<p>Explore opportunities to enhance ceremonies from Aug 2018.</p> <p>Subject to feasibility findings work to trial enhancements at Nov 2018 and 2019 ceremonies.</p> <p>Evaluate staff, Councillor and community feedback and consider further integration of activities.</p>	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. Ashburton District Council. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
Recognise the contribution from and achievements made by newcomer individuals or organisations in the Ashburton District as part of the Ashburton District Council Community Honours Awards.	Explore opportunities to recognise the contribution from and achievements made by newcomer individuals or organisations and action any agreed changes to award criteria or promotional collateral.	<p>Explore opportunities to enhance awards from June 2018 in preparation for 2018/2019 awards.</p> <p>Evaluate staff, Councillor and community feedback.</p>	<ul style="list-style-type: none"> Welcoming Communities Programme Coordinator. Ashburton District Council. 	





Welcoming Public Spaces

Goal

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

Outcomes

7.1 Inclusion by design

The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Explore opportunities as part of bedding schemes to engage cultural groups to be part of the planning, planting and signage for a themed garden as part of the annual rotating planting cycles.	Work with Parks and Open Spaces Council staff and cultural groups to gauge interest and trial themed garden plantings as part of rotating bedding schemes that integrate cultural displays, colours, celebrations and traditions.	Begin exploratory phase and discussions from July 2018. Subject to feasibility work to trial a themed garden within next bedding scheme cycle. Evaluate staff and participants feedback and consider extension of the trial.	<ul style="list-style-type: none"> • Parks and Open Spaces Council staff. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Local cultural groups and leaders. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

7.2 Welcoming public spaces

Welcoming public spaces provide opportunities to build trust and relationships between newcomers and members of the receiving community.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Deliver a water safety workshop at the EA Network Centre for newcomer and migrant adults to build confidence in and around water and water craft.	Work with staff from the EA Network Centre to plan, promote and deliver a water safety workshop targeted at migrant adults to build their confidence in around water and water craft.	Plan, promote and deliver a workshop by Dec 2018. Evaluate feedback and determine further workshops by June 2019.	<ul style="list-style-type: none"> • EA Network Centre staff. • Welcoming Communities Programme Coordinator. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
Explore the potential to integrate more cultural elements into the library's children's programming.	Form an action team to work with supporting groups to explore and discuss potential opportunities to trial and further integrate cultural elements into the library's children's programming. For example customs, traditions, language, dress and celebrations.	Begin exploratory phase and discussions from Aug 2018. Trial potential enhancements during the month of Oct 2018, including the school holidays. Evaluate feedback to determine changes needed in going forward from Dec 2018.	<ul style="list-style-type: none"> • Ashburton District Council Children's Librarian and Staff. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>

7.3 Shared ownership

The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
<p>Work collaboratively to integrate cultural displays, art work or signage in public spaces as part of planning and design to reflect and celebrate our community's diversity.</p>	<p>Encourage cultural and community groups, organisations and businesses to reflect and celebrate our heritage and our community's cultural diversity by exploring and leading opportunities with Council and each other to:</p> <ul style="list-style-type: none"> • make use of public spaces for events and displays; • commission art works for display in public spaces on a long-term or temporary basis; • consider temporary or long-term cultural displays or signage as part of planning and design of new or existing spaces or for one-off celebratory purposes. 	<p>Ongoing.</p>	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. • Local cultural and community groups and leaders, newcomers, organisations and businesses. 	<ul style="list-style-type: none"> • Ashburton District Council where appropriate.



WELCOMING COMMUNITIES IS ABOUT INCLUDING EVERYBODY THAT IS IN OUR COMMUNITY AND DOING OUR VERY BEST TO REFLECT OUR DIVERSITY.

Tanya Robinson, Ashburton Museum Manager

8.



Culture & Identity

Goal

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.

Outcomes

8.1 Cultural connections

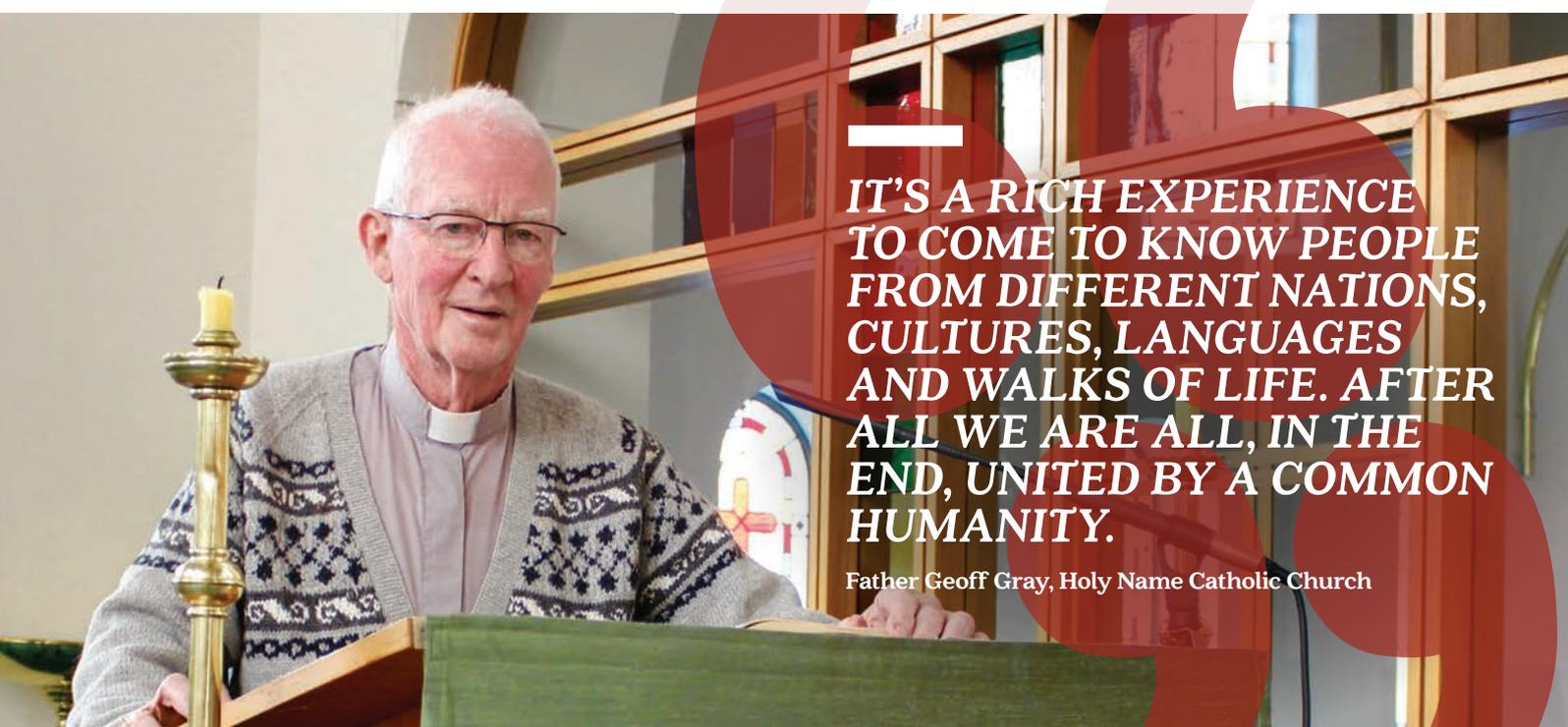
The receiving community and newcomers share and celebrate their cultures with each other, facilitated by the Council and others in the community.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Work with Sport Canterbury, local cultural groups and sporting organisations to explore delivery of a community event to celebrate indigenous and traditional sports, games and recreational activities.	Form an action team to work with supporting groups to design and deliver a community event that celebrates and showcases traditional sports and games.	Undertake to develop and deliver the event, subject to secured funding by March 2019. Evaluate feedback to determine changes needed in going forward from July 2019.	<ul style="list-style-type: none"> • Sport Canterbury. • Welcoming Communities Steering Group members. 	<ul style="list-style-type: none"> • Ashburton District Council. Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.
Continue to support the Multicultural Bite Committee. Including encouraging community involvement at Multicultural Bite and by promoting the event across the district as an opportunity to showcase, share in and celebrate the district's cultural diversity.	Show support by encouraging the community, including newcomers and cultural groups to get involved as volunteers to assist with Multicultural Bite. Encourage community attendance through promotional and communication channels.	Promote and encourage participation in lead up to the event.	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Ashburton District Council. • Volunteer Mid Canterbury. • Mid Canterbury Newcomers Network. Further cultural and community groups, newcomers, agencies, businesses, and organisations as identified.
Support integration of cultural components into existing community events to help build community awareness about different cultures, their customs, traditions and celebrations.	Encourage existing community event committees, cultural groups and community organisations to work together to discuss opportunities for: <ul style="list-style-type: none"> • potential integration of cultural components, • participation of local cultural groups in event planning and activities. 	Current and ongoing.	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Local businesses, agencies, organisations, community sporting and cultural groups.
Consider initiatives to promote Neighbours Day Aotearoa 2019 widely across the community as a way for neighbourhoods to lead welcoming activities to encourage better connected neighbourhoods and enhance community wellbeing.	Form an action team to work with supporting groups to explore, discuss and undertake initiatives to help promote and encourage community involvement in Neighbours Day Aotearoa 2019 across the district. This includes promoting the use of resources and participation in the activities outlined on the Neighbours Day Aotearoa website.	Undertake to promote community awareness and participation in Neighbours Day Aotearoa 2019 from Feb 2019.	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Ashburton Neighbourhood Support. 	Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.

8.2 Connectivity

Newcomers and the receiving community understand what values they each hold dear.

WELCOMING ACTIVITY	KEY ACTIONS	TIMEFRAMES	LEAD ROLES	SUPPORTING ROLES
Celebrate and share cultural occasions with the wider community.	Encourage cultural groups to showcase their own cultures and celebrations (e.g. cultural weeks, festivities, religious celebrations) and invite the wider community to share and celebrate these occasions with them.	Ongoing.	<ul style="list-style-type: none"> • Mid Canterbury Newcomers Network. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Ashburton District Council. <p>Cultural groups and organisations that will take a supporting role will be identified as needed.</p>
	Where possible provide support to these groups and/or promote their activities across community networks and communication channels.			
Support and promote our museum to place our district in a world context and put us on the map.	Provide support for and promote museum activities and best practice across Welcoming Communities networks and wider community channels of communication.	Ongoing.	<ul style="list-style-type: none"> • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Ashburton Museum.
Explore the potential to host a 'Kiwiana' evening/ event for all of community to showcase, share and educate others about the iconic things and that make us Kiwi.	Form an action team to pull together a programme to host a traditionally Kiwi event showing casing iconic things such as language, slang, sounds, food, games that help define our nation and our values.	<p>Begin exploratory phase and discussions from Aug 2018.</p> <p>Depending on feasibility, (including secured funding) design and deliver event by April 2019.</p> <p>Evaluate supporting organisations and community feedback following event to and determine potential for future event.</p>	<ul style="list-style-type: none"> • Welcoming Communities Steering Group members. • Welcoming Communities Programme Coordinator. 	<ul style="list-style-type: none"> • Ashburton Learning Centre. <p>Further cultural and sporting groups, newcomers, community agencies, businesses, organisations and groups that will take a supporting role will be identified as needed.</p>



IT'S A RICH EXPERIENCE TO COME TO KNOW PEOPLE FROM DIFFERENT NATIONS, CULTURES, LANGUAGES AND WALKS OF LIFE. AFTER ALL WE ARE ALL, IN THE END, UNITED BY A COMMON HUMANITY.

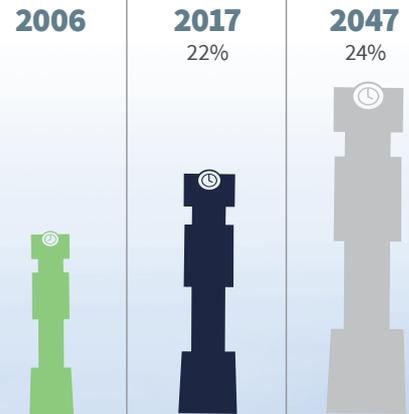
Father Geoff Gray, Holy Name Catholic Church

APPENDIX 1 DEMOGRAPHIC INFOGRAPHICS

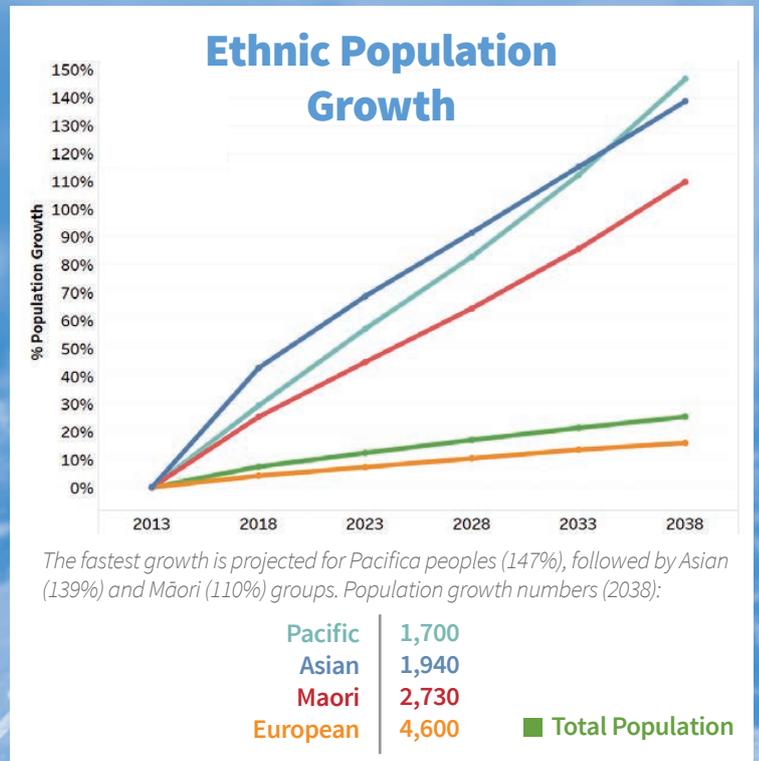
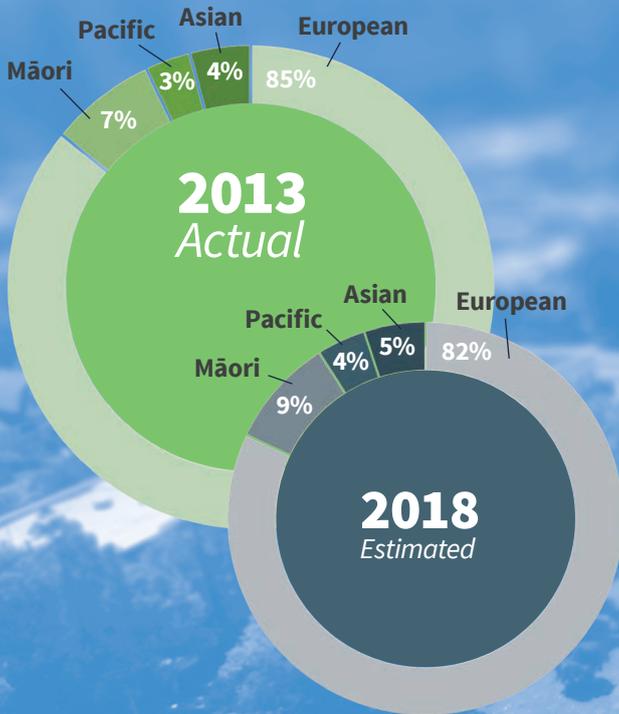
Unless otherwise stated all data has been sourced from the Statistics New Zealand (including 2013 Census and Population Projections datasets).

Our population has grown by **22%** since 2006 - mainly from people moving into the Ashburton District for work. It is projected the population will grow by a further **24%** by 2047.

Net migration is a key contribution to this growth.



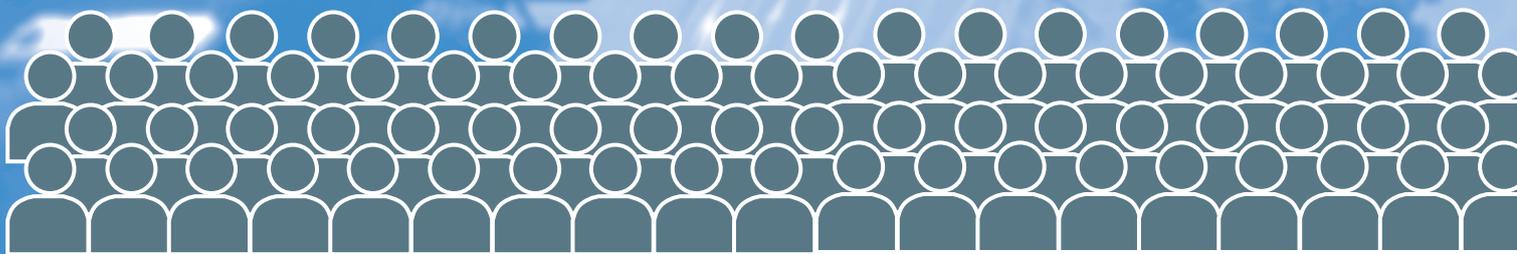
Ethnic Population Percentage



Ethnic profile definitions:

- **European:** the whole of Europe, including the United Kingdom and the European continent. Extends to include South Africa, Australasia, North America/Canada and NZ European
- **Māori:** NZ Māori
- **Asian:** all of Asia, India and Indonesia
- **Pacifica peoples:** Peoples from Pacific Islands, Hawaii, Papua New Guinea and the Solomon Islands.
- **MELAA:** Middle East, Latin America and Africa.

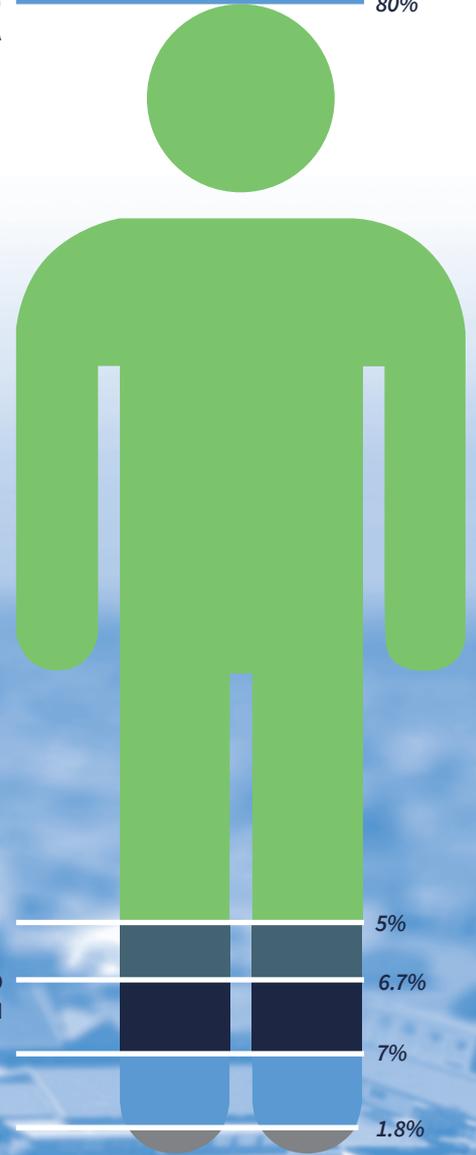
On average net migration over a 10 year period from 2007-2017 has been **110** people per year (Source: Infometrics).



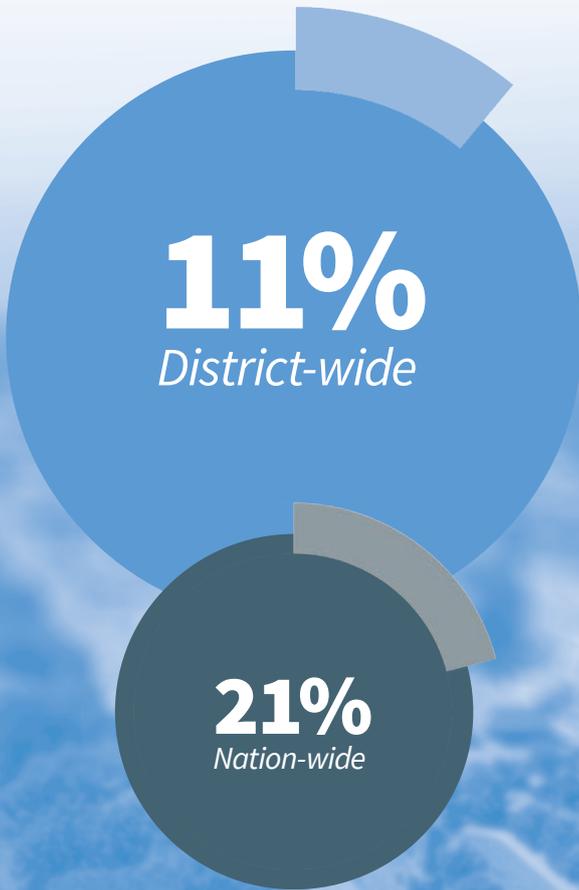


Ashburton District Council staff ethnic composition

NEW ZEALAND EUROPEAN/PAKEHA 80%



How many of us are multilingual?



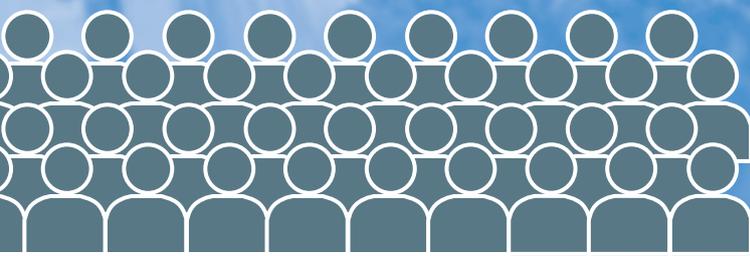
In 2013 the top 10 languages spoken in the district were:

ENGLISH		28,785
MĀORI		459
TAGALOG		390
SAMOAN		273
SPANISH		204
AFRIKAANS		186
GERMAN		171
NZ SIGN		165
FRENCH		162
HINDI		120

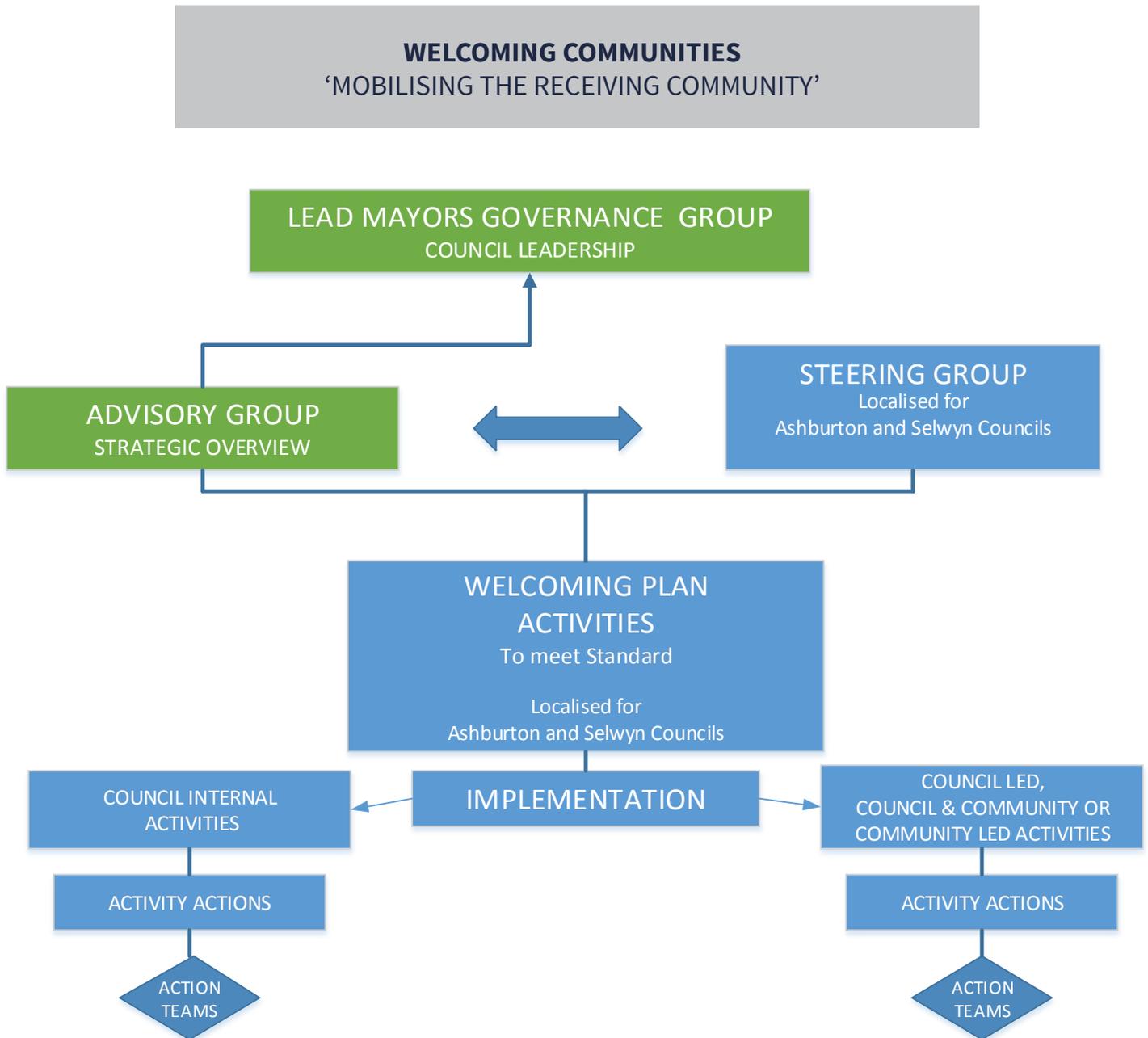
9/10

Residents believe diversity is helping to maintain or improve the district as a great place to live.

(ADC Annual Residents Survey 2017).



APPENDIX 2 - WELCOMING PLAN DEVELOPMENT FRAMEWORK





Welcoming Plan Group Roles

Combined Welcoming Plan Governance and Advisory Groups

Membership of the Governance and Advisory Groups spans both the Ashburton and Selwyn Districts.

The main focus of the Governance Group is to support the progression towards a Welcoming Canterbury across the Canterbury Mayoral Forum. This group will continue to act as advocates, spokespersons and champions of the Programme and report on its progress to the mayoral forum. Those sitting on the Governance Group are lead mayors, Chief Executives and senior staff from Ashburton and Selwyn District Council.

The role of the Advisory Group is to maintain a high-level strategic overview of the Welcoming Communities Programme. The objective of this group is to provide support and advice to Steering Groups in both Ashburton and Selwyn District, provide any expertise when needed and

help establish networks and links across sectors and parts of the community. Those sitting on the Advisory Group are representatives of key agencies and bodies which have a strategic overview and experience in the newcomer and migrant space, provide key services or represent government organisations.

Ashburton Welcoming Plan Steering Group

The local Ashburton District Steering Group have taken the operations lead for the design and development of the Plan. They are tasked to lead and support the community through the Plans implementation and help guide action groups to drive activity projects and initiatives. Those sitting on the Steering Group are local community groups, organisations and services with an interest in the support, wellbeing, integration and retention of newcomers and migrants. It also includes community leaders who have a presence, who influence and have a connecting arm across the entire district including school bodies, social service providers, business and community groups.



**IT ISN'T ABOUT ASSIMILATION,
IN LOSING A SENSE OF SELF,
IT'S ABOUT INTEGRATION AND
GIVING OUR NEWCOMERS
THE OPPORTUNITY TO THRIVE
AND MAKE A CONTRIBUTION
IN THEIR OWN WAY.**

Anonymous

GLOSSARY OF TERMS

Term	Definition
Civil society	Refers to that part of the society that consists of organisations and institutions that help and look after people, their health, and their rights. It does not include the government or family. Civil society in action includes activities like serving on the local school board of trustees or volunteering in the community.
Council	Refers to the Ashburton District Council.
Culture	Culture can be viewed as the customs, arts and social interactions of a nation, people or social group. It may be expressed through language, symbols, beliefs and customs, knowledge, practices and may be celebrated or expressed through art, literature, music, drama, religion and social gatherings for example.
Cultural groups	For the purposes of this Plan, this reflects a group of people that share factors such as a common ethnicity, ancestry, religion, language, society and culture.
Community	Refers to everyone living and working in a community. It encompasses: the local government Council, Māori organisations, the business sector (e.g. individual businesses, business and sector organisations), cultural and sporting sectors, groups and associations, community and religious organisations, settlement and social services, non-government and not-for-profit organisations, families and individuals.
Manawhenua	<p>Historical and traditional Māori land owners, including iwi and rūnaka (tribal gathering).</p> <p>Ngāi Tahu papatipu rūnaka, Arowhenua hold manawhenua status and responsibility in the Ashburton District. Ngāi Tahu papatipu rūnaka, Ngāi Tūāhuriri also hold a shared interest in the district.</p> <p><i>Hakatere Marae Komiti are based at Hakatere Marae, north of Ashburton. They are a body representing other Māori and the community. By arrangement, and as agreed on a case by case basis with Arowhenua rūnaka, the Hakatere Marae Komiti provide support with issues of social wellbeing within the Ashburton District.</i></p>
Newcomers	For the purposes of this Plan, newcomers refer to recent migrants (up to 5 years in New Zealand), former refugees and international students. It also encapsulates New Zealanders returning from overseas and regional migration.
Ngāi Tahu	Ngāi Tahu or Kāi Tahu are the Māori people of the southern islands of New Zealand – Te Waipounamu – the Greenstone Isle. Ngāi Tahu hold the rangatiratanga or tribal authority to over 80 per cent of the South Island. There are 10 Ngāi Tahu Papatipu Rūnanga or Rūnaka that hold manawhenua status or have a shared interest in the Canterbury region.

Welcoming Plan Community Workshop - March 2018



ACKNOWLEDGEMENTS

Ashburton District Council wishes to acknowledge and thank the many community members, groups, agencies, cultural groups, government agencies, and sector representatives who have championed the Welcoming Communities Programme and have provided support and feedback to assist development of our Welcoming Plan. We are looking forward to the ongoing collaboration with you as we move into plan implementation mode and strive toward making our district even more welcoming.

Governance Group Members

- Lead Mayors – Ashburton and Selwyn District Council – Mayor Donna Favel and Mayor Sam Broughton
- Chief Executives – Ashburton and Selwyn District Council
- Community Relations Managers – Ashburton and Selwyn District Council – Vincie Billante and Denise Kidd

Advisory Group Members

- Te Rūnaka o Arowhenua – Te Wera King
- Te Taumutu Rūnanga – Representative
- Ministry of Education – Mastura Abd Rahman and Mark Tulia
- Office of Ethnic Communities – Deborah Lamb
- Christchurch Resettlement Services – Shirley Wright
- Ministry of Pacifica People – Representative
- Community Language Information Network Group – CLING – Dr Lesley Campbell
- PEETO – The Multicultural Learning Centre – Patrick O'Connor
- SkillsConnect Canterbury – Canterbury Chamber of Commerce – Kelly Wealleans
- Ministry of Social Development – Wendy Koster
- Selwyn District Council – Jason Flewellen

Tony McNeill from Immigration New Zealand's Settlement Unit sits on both the Advisory and Steering Groups.

As observers:

National Science Challenge 11: Building Better Homes, Towns and Cities Research Team – Dr Mike Mackay, Lincoln University and Prof. Harvey Perkins, People and Places Ltd.

Ashburton District Steering Group Members

- Te Rūnaka o Arowhenua – Te Wera King
- Hakatere Marae Committee – Tiipene Phillips
- Ashburton Christian Ministers' Association – Rob Davison
- Mid Canterbury Principles' Association – Hilary Boyce
- Hype Youth Centre – Sheree Kershaw
- Mid Canterbury Plunket – Sue-Ann Carr



Councillor Lynette Lovett and Welcoming Communities Programme Coordinator - Ilana Batchelor

- Mid Canterbury Police – Senior Sergeants Mark Worner and Phil Dean
- Neighbourhood Support – Christine Richards
- Safer Ashburton – Kevin Clifford
- Mid Canterbury Newcomers Network – Adi Avnit
- Experience Mid Canterbury – Bruce Moffat
- Ashburton Contracting Limited – Steve Adam
- Mid Canterbury Rural Support Trust – Peter Reveley
- Sport Canterbury – Mid Canterbury Branch – Jan Cochrane
- Rural Health Primary Care Organisation – Brenna Russell and Julie McDonald
- Open Spaces Manager – Ashburton District Council – David Askin
- EA Networks Sports Centre – Ashburton District Council – Steve Prescott
- Canterbury District Health Board – Paul 'Pup' Chamberlain

Labour Party MP, Jo Luxton and National Party MP, Andrew Falloon (represented by Allison Driscoll) are supporters of the Welcoming Communities Programme. Senior staff act as observers or in support roles.

Welcoming Communities Champions

- Earl Magtibay – Filipino Dairy Workers Association
- Maria Maceren – Ashburton Learning Centre
- Jan Cochrane – Sport Canterbury – Mid Canterbury Branch
- Tanya Robinson – Ashburton Museum Manager
- Peter Melrose – Hampstead Primary School Principal
- Alyce Lysaght – Former Chair of Ashburton Youth Council
- Father Geoff Gray – Holy Name Catholic Church
- Murray McPherson – Lifestyle Motorhomes Managing Director

Welcoming Communities Programme Coordinator – Ilana Batchelor



New Zealand Government





ASHBURTON CHRISTIAN
MINISTERS' ASSOCIATION



He aha
te mea nui
o te ao?

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COVER IMAGES: Ashburton's Welcoming Champions

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