## WELCOMING COMMUNITIES NEW ZEALAND / TE WAHAROA KI NGĀ HAPORI

Intervention Logic July 2021

## Drivers & Opportunity

Drivers: Regions need to attract and retain newcomers (recent migrants, former refugees and international students) to address skill shortages and grow the local economy. The NZ Government supports investing in community engagement and relationships, increased social cohesion, promoting inclusion and diversity, and improved socio-cultural well-being within communities. The success of the pilot programme, and positive evaluation findings which reported that the programme is on track to deliver its expected outcome, has resulted in the expansion of the programme.

There are opportunities to strengthen welcoming activities by actively involving members of the receiving community; to promote good settlement outcomes by building relationships between newcomers and the community they settle in; to promote a shared understanding and ownership of positive, sustainable settlement outcomes for newcomers and the community; and to support councils to take a leadership role in welcoming newcomers.

Inputs

Immigration New Zealand provides seed funding (\$50k p.a. for each participant council for the first 3 years), guidance, resources, accreditation, advice and practical support to participating councils.

Councils lead and partner with their local communities, including mana whenua. They employ a Welcoming Communities Coordinator to coordinate programme activities, enhance and build on existing links and relationships with stakeholders. Some councils provide additional funding or in-kind resources.

Communities provide volunteers, venues for events, ideas and enthusiasm, and participate in developing and delivering Welcoming Plan activities.

Intervention

Immigration New Zealand provides the Welcoming Communities Standard as a benchmark for what a successful welcoming community looks like.

Partnerships are formed between councils and stakeholders, such as newcomers, mana whenua, the business, arts, culture and sports sectors, community groups, other Government agencies, and NGOs.

Councils conduct a stocktake and needs assessment to inform the content of the Welcoming Plan and the implementation of the programme.

Welcoming Plans are developed by councils with their communities that are appropriate to the local context and align with the Welcoming Communities Standard and principles.

Councils lead communities to meet the Welcoming Communities Standard and become accredited as a Welcoming Community.

Councils and their communities implement the Welcoming Plans to improve newcomer inclusion and build relationships with local residents and newcomers. Communities are supported to access other funds, make connections and share best practice and lessons learned.

Councils and their communities are connected to the wider Welcoming network both nationally and internationally.

Outputs

Stocktake report and Welcoming Plans are developed.

Councils achieve accreditation as a Welcoming Community.

Welcoming Plan activities are implemented at the local level.

A diverse range of stakeholders participate in welcoming activities

Mechanisms are established for sharing best practice and lessons learned.

Relationships are established and strengthened across stakeholder groups and the council.

Success is celebrated.

Council plans and strategies are aligned with the objectives of Welcoming Communities.

Enablers to outcomes

There is increased awareness of Welcoming Communities within councils and amongst stakeholder groups.

There are strong relationships between councils, newcomers, mana whenua, the business sector, arts, culture and sports sectors, community groups, other Government agencies, and NGOs.

Welcoming and inclusive activities are well-planned, well-managed, and cater for the needs of newcomers and their communities.

Mana whenua are active partners in the development and delivery of Welcoming Plans, at a level of involvement determined by them.

Mana whenua, councils and other community leaders work together to welcome newcomers.

A diverse range of newcomers and community members and organisations participate in welcoming activities.

Councils share innovative and good practice ideas with each other.

Stakeholders have a strong commitment to Welcoming Communities.

Immigration New Zealand provides effective support, guidance and advice to assist with programme delivery.

Short term Outcomes Newcomers experience positive outcomes in the community, as set out in the Welcoming Communities Standard.

There is increased community capability to welcome newcomers.

Communities recognise the benefits of diversity, and negative perceptions towards newcomers are reduced.

Newcomers have increased awareness about government, NGO and community services and have ease of access to information and services.

People of all cultures and backgrounds feel that they belong, and that they are included, listened to and well-informed.

Trust is enhanced so that newcomers feel confident in raising issues relating to unfair or biased behaviour, and exploitation.

Newcomers feel included and make the community their home.

Medium term Outcomes Councils continue to progress and embed welcoming practices over time.

Communities continue to focus on welcoming and including newcomers.

Newcomers have opportunities to apply their skills and abilities in employment, volunteering, and other activities

Businesses have access to people who have the skills they need. Exemplar employers support and better understand working with newcomer staff.

Newcomers are active participants in the civic, social, economic and cultural life of the community.

Communities thrive on diversity and are culturally vibrant.

Additional newcomers are attracted to accredited communities.

There is increased social inclusion and diversity within communities.

## Contextual factors that may interact with Welcoming Communities

Immigration policy settings

Other programmes that aim to support newcomer settlement

Community demographic characteristics

National and regional economic trends

Impact of Covid-19

Length of time councils have been in the programme

Number of hours and level of resourcing that councils devote to the programme

Long term outcomes

Social, economic, civic, and cultural benefits accrue to communities and Aotearoa New Zealand as a whole.

Communities are socially cohesive, connected, diverse and culturally vibrant. New Zealand is recognised internationally as a good place to settle and live.