

Western Bay of Plenty

Welcoming Communities Action Plan

2018 - 2020



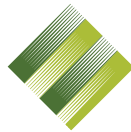


Welcoming Communities

TE WAHAROA KI NGĀ HAPORI



Tauranga City



*Western Bay of Plenty
District Council*



Multicultural
TAURANGA

Priority 1 Driving
Economic
Growth

New Zealand Government

Contents

Joint Mayoral Introduction	4
Executive Summary	6
Diversity in the Western Bay of Plenty	7
The Welcoming Plan	9
1. Inclusive Leadership	11
2. Welcoming Communications	17
3. Equitable Access	20
4. Connected and Inclusive Communities	23
5. Economic Development, Business and Employment	26
6. Civic Engagement and Participation	29
7. Welcoming Public Spaces	30
8. Culture and Identity	33

Introduction

The western Bay of Plenty is growing and changing, and this is reflected in our increasingly diverse population. We want to encourage people from all walks of life to call Tauranga and the western Bay of Plenty home. By us being welcoming and inclusive to newcomers, it will benefit all of our residents. Our sub-region is an attractive place to live – our environment and outdoor lifestyle are second to none, there are a variety of events and activities happening year-round, the economy is strong, and it's a friendly place to settle.

Newcomers play a vital role through trade, investment, tourism, skilled migration and education. All of these aspects add to the economic success of our sub-region, and contribute towards making the western Bay of Plenty vibrant and culturally diverse.

Newcomers also bring a variety of benefits to our communities – different cultures, values, languages, arts, innovations and international connections – all adding new perspectives and experiences to our neighbourhoods.

Tauranga City Council and Western Bay of Plenty District Council are active participants in the local migrant settlement network and support settlement services such as Multicultural Tauranga and Citizens Advice Bureau.



Greg Brownless
Mayor
Tauranga City Council

We are proud to continue our involvement by leading the Welcoming Communities programme in our sub-region.

Through the development of the Welcoming Plan we will work to ensure the western Bay of Plenty is a welcoming place for newcomers to live, learn, work and play. The plan will enable us to build on our community's capacity to embrace diversity and value the contribution of our newcomers. We see the clear benefits of an inclusive and culturally diverse community, not just economically but socially and culturally as well. Our communities are healthier, happier and more productive when newcomers are welcomed and participate fully in society and in their local economy.

Thank you to those people who contributed to our sub-regional community stocktake, who got involved in the development of the plan and who participated in workshops – we value your input and support.

We encourage everyone to read the full plan, think about the role you can play, and get involved in initiatives that support Tauranga and western Bay of Plenty to be inclusive and welcoming of newcomers.



Garry Webber
Mayor
Western Bay of Plenty
District Council



Executive Summary

Welcoming Communities is a pilot initiative led by Immigration New Zealand in partnership with the Office of Ethnic Communities and working with the New Zealand Human Rights Commission. It recognises that we need to proactively foster an environment where newcomers feel welcomed and that when that happens, as a community we are all more likely to enjoy better social outcomes and economic growth. The programme has been developed from observing the success of international programmes in the United States of America (Welcoming America) and Australia (Welcoming Cities), along with other countries' initiatives that are part of the global welcoming movement.

The point of difference for this programme is that previous settlement initiatives have primarily focused on supporting newcomers, whereas Welcoming Communities extends further and actively seeks to involve members of the local community in welcoming activities. This new approach promotes building strong connections between the existing local residents and newcomers.

Our city, district and communities have a vital role to play in welcoming newcomers. We can celebrate and value our diverse cultures, build connections between our newcomers and local residents and create strong support networks to assist them in actively participating in and being a valued part of the community.

Both Tauranga City Council and Western Bay of Plenty District Council strive to provide a higher standard of living to all residents. We want to make sure all our residents have a sense of belonging and are able to participate in the economic, civic and social life of the sub-region. Participating in the Welcoming Communities programme allows us to reflect on and improve how we engage with newcomers – by providing opportunities, support and information. It also allows us to reflect on how we as a community value and celebrate our cultural diversity.

Our councils have joined the programme as we recognise the immense contributions of newcomers to our sub-region – economically through our thriving international student sector, skilled migrants who fill skill gaps in key sectors, and seasonal workers who are vital to our horticultural industries. In addition, we also see the significant contributions that newcomers bring to our sub-region through new perspectives, experiences, values, culture and diversity.

The long term plans of both Tauranga City Council and Western Bay of Plenty District Council recognise this and have inclusions to support the Welcoming Communities programme in our sub-region.

Diversity in the western Bay of Plenty sub-region

Total resident population count

Tauranga 114,789

Western Bay of Plenty 43,692

	Tauranga	Western Bay of Plenty
European	91,458	33,957
Māori	18,678	7,560
Asian	6,105	2,130
Pacific Islander	2,589	996
Middle Eastern/Latin American/African	744	120
Other	33	6

Source: 2013 Census

Tauranga ethnic population projections 2018 - 2038



Western Bay of Plenty ethnic population projections 2018 - 2038



European or other
 Māori
 Asian
 Pacific
 Source: StatsNZ

As Tauranga is one of the country's fastest growing cities and the western Bay of Plenty is one of the fastest growing rural districts, we see the sub-region as having a great deal to offer its residents and that it is an attractive destination for newcomers.

The population profile of the sub-region has undergone significant change over the past 10 years and there is now a more diverse ethnic profile, which is projected to increase further in the next two decades.

Newcomers contribute significantly to our local economy

- The international student sector contributes more than \$55 million annually to the sub-region's economy.
- The western Bay of Plenty hosts a significant portion of New Zealand's horticultural land around the main townships of Te Puke and Katikati. Horticultural industries are highly reliant on seasonal migrant workers from many different countries, including several neighbouring Pacific nations through the Pacific Access Category and Recognised Seasonal Employers (RSE) scheme.
- The sub-region is amongst the highest growth areas of the country with the majority of growth due to people moving into the district from other parts of the country or for seasonal work.
- Migrants address skills gaps we have in a number of key sectors. A report from industry training organisation ServiceIQ showed the sub-region would need 39% more workers in tourism, hospitality, aviation and other service sectors by 2020.

In 2016, the Western Bay of Plenty International Strategy (2016-2019) was developed in recognition that building and developing our international connections will make the sub-region more competitive and economically robust.

The strategy also recognises the importance of western Bay of Plenty being ready as a host community to welcome, accept and support the benefits of stronger international connections.

From this standpoint it made sense for us to involve our sub-region in the Welcoming Communities programme. The western Bay of Plenty is pleased to be one of the five areas piloting the Welcoming Communities programme, which subject to positive outcomes and Ministerial approval, will be rolled out more broadly across New Zealand.

We are excited to continue to build on our strengths as a sub-region and to grow in being a welcoming place for newcomers.

The Welcoming Plan

The Welcoming Plan is guided by the New Zealand Welcoming Communities Standard, which outlines eight outcome areas that are vital to building a welcoming community.

Inclusive Leadership Local government, tangata whenua and other community leaders work together to create, advocate for and continue to foster a welcoming and inclusive community. They lead a shared plan to increase connections between newcomers and existing residents.	Economic Development, Business and Employment Communities maximise and harness the economic development opportunities that newcomers can offer. Council works with business associations to promote the contribution that newcomer business owners and skilled migrants make to the region's economy.
Welcoming Communication 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.	Civic Engagement and Participation Newcomers feel welcome to fully participate in the community. Newcomers are active in all forms of civic participation.
Equitable Access Opportunities to access services and activities and to participate in the community are available to all, including newcomers.	Welcoming Public Spaces Newcomers and receiving communities feel welcome in and comfortable using public spaces.
Connected and Inclusive Communities People feel safe in their identity and that they are connected with and belong in the community. There are high levels of trust and understanding between members of the receiving community and newcomers.	Culture and Identity There is a shared sense of pride in being part of a culturally rich and vibrant community. People feel their culture is respected and valued by other members of the community. There are opportunities to learn about each other's culture.

For more information on the Welcoming Communities Standard go to:
www.immigration.govt.nz/welcomingcommunities

Our Welcoming Plan is a living document that will be delivered over a five-year period, and will be reviewed and refreshed after 12 months. This document, our Action Plan, outlines the actions that have been identified to be delivered over the first year of the Welcoming Plan.

To read the full Welcoming Plan, go to:

www.tauranga.govt.nz/welcoming-communities

www.westernbay.govt.nz/welcoming-communities

Who has been involved?

The development of the western Bay of Plenty Welcoming Plan was guided by a community stocktake which was undertaken in February and March 2018.

A broad range of participants included local government, schools, community organisations and migrant community leaders. This provided us with a benchmark and assisted us in developing our local plan.

Our community stocktake included:

- engagement with local stakeholders and migrant community leaders from across the region
- surveying council staff across both councils
- surveying newcomers to our region
- hosting three community workshops.

We want to thank the individuals, community leaders and organisations who have contributed to the development of the plan, offered to lead activities and been generous with their time and contributions.

The plan has been reviewed by our Welcoming Communities Tactical Group which has representation from Tauranga City Council, Western Bay of Plenty District Council, Immigration New Zealand, Priority One and Multicultural Tauranga.

How will we know we if have been successful?

- Newcomers are able to easily access information to support them settling in the region.
- We increase civic engagement among newcomers.
- We continue to attract and retain international students.
- We increase opportunities for social connection between newcomers and local residents.
- We support newcomers to participate in volunteering opportunities.
- Our business community is more receptive to hiring migrants.
- We increase support for newcomer owned businesses.
- We encourage cultural diversity in leadership roles in the region.
- The contributions of newcomers are celebrated and shared in our workplaces and communities.
- We increase opportunities to showcase cultural diversity across our neighbourhoods, communities and sub-region.
- We increase consideration of inclusion and cultural diversity in the planning and delivery of services.

1. Inclusive Leadership

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



As the indigenous peoples of Aotearoa New Zealand, Māori – represented by tangata whenua, mana whenua, iwi and hapū and/or other hapori Māori – have a prominent role in Welcoming Plan activities.

Activity	Actions	Timeframe	Leads
Facilitate iwi representatives to be engaged in a leadership capacity in developing Welcoming Plan initiatives	<p>Inform tangata whenua forums on the programme</p> <p>Consult and partner with tangata whenua to develop and implement welcoming initiatives</p>	1st year	<ul style="list-style-type: none"> • Council • Progress with tangata whenua representatives
Deliver Treaty of Waitangi education programme	Set up action group to investigate and scope options for possible implementation	1st year	<ul style="list-style-type: none"> • Council • Progress with tangata whenua representatives
Develop opportunities for mutual understanding between newcomers and tangata whenua	Support participation of newcomers in key events e.g Matariki celebrations	1st year	<ul style="list-style-type: none"> • Multicultural Tauranga • Progress with tangata whenua representatives

1.2

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

Activity	Actions	Timeframe	Leads
A migrant community leaders network is established	Facilitate inclusion of migrant community leaders at key consultations/forums	1st year	<ul style="list-style-type: none"> • Multicultural Tauranga
Profile success stories to share the benefits of cultural diversity in leadership roles	Source and share success stories of diverse leadership has through media channels	1st year	<ul style="list-style-type: none"> • Welcoming Communities Tactical Group
Evidence of increased awareness in migrant communities on existing leadership opportunities	Ensure information about opportunities are shared and facilitate engagement of migrant communities in existing leadership opportunities	1st year	<ul style="list-style-type: none"> • Multicultural Tauranga • Community Development Advisor: Welcoming Communities
Facilitate engagement of newcomer youth in leadership opportunities in the region	<p>Investigate an International Student Ambassador programme</p> <p>Encourage newcomer youth to participate in existing and developing youth leadership initiatives</p>	1st year	<ul style="list-style-type: none"> • Council • Education providers • Welcoming Communities Coalition

1.3

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

Activity	Actions	Timeframe	Leads
Council is aware of and has a presence at key community cultural events	Invite and encourage council staff and elected members to attend events	Ongoing	<ul style="list-style-type: none"> • Council
Strengthen relationships with local mosques, gurdwaras, churches, temples and other religious institutions to support their engagement	Facilitate the engagement of local religious, migrant community leaders in leadership forums and events in the region	Ongoing	<ul style="list-style-type: none"> • Community Development Advisor: Welcoming Communities • Multicultural Tauranga
Strengthen relationships between funders and migrant communities	<p>Deliver annual funding workshop for migrant community groups</p> <p>Scope partnership opportunities with funders and the Welcoming Communities programme.</p>	1st year	<ul style="list-style-type: none"> • Council • Funders e.g Acorn Foundation, TECT • Office of Ethnic Communities

1.4

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

Activity	Actions	Timeframe	Leads
Community Development Advisor: Welcoming Communities appointed	Works collaboratively with council and community partners to coordinate the delivery of the programme across western Bay of Plenty region	1st year	<ul style="list-style-type: none"> • Council • Priority One • Multicultural Tauranga • Immigration NZ
Welcoming Communities Tactical Group established	Regular meetings every six weeks	Ongoing	<ul style="list-style-type: none"> • Council • Priority One • Multicultural Tauranga • Immigration NZ
Welcoming Communities Coalition established	Provide, clear and regular communication and collaboration opportunities to encourage participation from a broad range of local community groups across the region	Ongoing	<ul style="list-style-type: none"> • Community Development Advisor: Welcoming Communities

1.5

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

Activity	Actions	Timeframe	Leads
Conduct policy review over the next five year cycle to include consideration of cultural diversity as applicable	Council reviews policies to look at how we can continue to be more inclusive of cultural diversity in our policies, services programmes and activities	Ongoing	• Council

1.6

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

Activity	Actions	Timeframe	Leads
Refer to point 1.2			



Photo: Western Bay of Plenty District Council

2. Welcoming Communications

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

2.1 The community is well informed about the local benefits of immigration and the Welcoming Communities programme including success stories.

Activity	Actions	Timeframe	Leads
Share stories to highlight the positive contributions of newcomers to the region	Encourage local organisations to share success stories and highlight newcomer contributions	Ongoing	• Welcoming Communities Tactical Group
Inform local residents about the Welcoming Communities programme	Engage with local community networks, sector and leadership forums about Welcoming Communities and encourage them to get involved	Ongoing	• Community Development Advisor: Welcoming Communities
Develop a Welcoming Communities communication plan	Regularly facilitate coverage of welcoming initiatives in the media and council channels	1st year	• Council

2.2

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

Activity	Actions	Timeframe	Leads
Council maintains strong partnerships with key stakeholders who provide data on newcomers to the region	Active participant in Migrant Settlement Network Partner in International Strategy 2016 - 2019	1st – 5th year	• Council
Clear communication about newcomers is shared within council	Share publicly available data on cultural diversity and newcomers entering the region with council leadership and staff	1st – 5th year	• Community Development Advisor: Welcoming Communities

2.3

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

Activity	Actions	Timeframe	Leads
Develop framework for council engagement with migrant communities	Develop comprehensive database of migrant community groups Include information about newcomers and cultural diversity, and promote use of staff interpreters and language line in staff inductions	1st year	• Multicultural Tauranga • Council
Create multilingual “Welcome to Tauranga/ western Bay of Plenty” page on both councils' websites.	Work with council communications teams Provide newcomers with links to local information, activities and key services and translated information already produced by government, and other agencies	1st year	• Council
Develop and promote best practice for engaging with culturally diverse communities	Scope development of ‘Diversity Toolkit’ which can be utilised by the wider community	1st year	• Council

2.4

Council communication materials and messages are inclusive and reflect the diversity of the local community. Council encourages other agencies, businesses and organisations to follow this model.

Activity	Actions	Timeframe	Leads
Ensure our cultural diversity is reflected in council communications	Councils create an image bank of culturally diverse images that can be used in council communications i.e website project collateral, plans, reports, etc	Ongoing	<ul style="list-style-type: none"> • Council

3. Equitable Access

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

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

Activity	Actions	Timeframe	Leads
Migrant Settlement Network	Identify key barriers for newcomers in our sub-region and identify strategies to work together to address these	Ongoing	• Immigration NZ
Extend existing council service contracts to include projects/outcomes which support newcomers	Addition of key performance indicators related to newcomers during contract negotiations	1st year	• Council

3.2 Council and other organisations in the community research, design and deliver services that take account of the different circumstances (for example rural/urban) and cultural backgrounds of all service users, including newcomers.

Activity	Actions	Timeframe	Leads
Increase information and access to support services for newcomers in Te Puke and Katikati	Local organisations collaboratively partner with employers (including packhouses) and migrant communities to improve access to information and support services	1st – 2nd year	<ul style="list-style-type: none"> • Welcoming Communities Coalition • Citizens Advice Bureau • Multicultural Tauranga
Encourage community research to include specific questions on cultural diversity and perceptions/experiences of newcomers	<p>Scope opportunities to develop inclusions in local research</p> <p>Provide clear data to support the design and delivery of services in the district</p>	1st – 2nd year	• Welcoming Communities Coalition

3.3

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

Activity	Actions	Timeframe	Leads
Tauranga Bay of Plenty Migrant Expo	Work with organising committee to progress the initiative	1st year	<ul style="list-style-type: none"> • Citizens Advice Bureau • Multicultural Tauranga • Council • Immigration NZ
Improve strategies to inform newcomers about activities and support that is available	Work with libraries to develop strategies to utilise newcomers use of libraries	1st – 2nd year	<ul style="list-style-type: none"> • Multicultural Tauranga • Citizens Advice Bureau
Provide welcome packs to newcomers	Review content of Katikati welcome packs and scope providing them to local packhouses	1st – 2nd year	<ul style="list-style-type: none"> • Katch Katikati



Photo: Tauranga City Council

4. Connected and Inclusive Communities

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

4.1

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

Activity	Actions	Timeframe	Leads
Continue to support, encourage and welcome individuals through provision of citizenship ceremonies	<p>Representatives of local government promote messages of inclusion in the community life of the sub-region and local government</p> <p>Scope participation of schools in welcoming new citizens</p> <p>Explore opportunities to celebrate the cultures of new citizens at the ceremonies</p>	1st – 5th year	<ul style="list-style-type: none"> • Council
Newcomers networks provide social connection, and a sense of belonging to newcomers	<p>Strengthen Newcomers Network Tauranga</p> <p>Investigate development of newcomers network activities in rural areas</p> <p>Encourage local residents to participate in newcomers network activities</p>	1st – 5th year	<ul style="list-style-type: none"> • Multicultural Tauranga
International student programme	<p>International students are welcomed and informed about the services and support available</p> <p>Education providers facilitate students knowing about the sub-region, history and culture</p> <p>App produced to welcome international students to the sub-region and connect to services</p>	1st – 5th year	<ul style="list-style-type: none"> • Education Tauranga • Education Tauranga member institutions

4.2

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

Activity	Actions	Timeframe	Leads
Identify and profile local Welcoming Community champions across the region	Create a campaign to showcase and profile champions	1st year	<ul style="list-style-type: none"> Community Development Advisor: Welcoming Communities
Develop an initiative to encourage local residents to engage positively with newcomers in the region	Form a working group to develop an initiative	1st year	<ul style="list-style-type: none"> Welcoming Communities Tactical Group

4.3

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

Activity	Actions	Timeframe	Leads
Develop initiatives to acknowledge and be inclusive of seasonal workers in western Bay of Plenty districts	Investigate a multicultural community event in Katikati to acknowledge seasonal workers contributions in the district	1st year	<ul style="list-style-type: none"> Katch Katikati Katikati Community Centre
Investigate use of libraries as spaces for social connection between local residents and newcomers across the region	Libraries investigate running social activities that can bring newcomers and local residents together	1st year	<ul style="list-style-type: none"> Council Multicultural Tauranga

4.4

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

Activity	Actions	Timeframe	Leads
Celebrate our diverse cultures and languages through libraries and schools	<p>Explore expanding national language week events through libraries</p> <p>Work with migrant communities to increase cultural activities hosted at libraries</p> <p>Engage schools in local intercultural events i.e Multicultural Festival</p>	1st – 2nd year	<ul style="list-style-type: none"> • Council • Schools • Multicultural Tauranga
Living in Harmony cultural evenings	Continue to hold and promote Living in Harmony evenings to build intercultural understanding	1st – 5th year	<ul style="list-style-type: none"> • Multicultural Tauranga

5. Economic Development, Business and Employment

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

5.1

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

Activity	Actions	Timeframe	Leads
Newcomers have opportunities to learn how to successfully be part of the local community and workforce	New Kiwis Career Success courses are delivered locally	Ongoing	• Chamber of Commerce
	Work Talk: Regular courses delivered to support newcomers in finding and maintaining employment	Ongoing	• English Language Partners
	English for Employees: Hold regular courses to teach workplace English language classes for employees	Ongoing	• English Language Partners
	Aftercare programme in place for investor migrants: Partner with Immigration NZ to develop and implement aftercare programme	Ongoing	• Priority One

5.2

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

Activity	Actions	Timeframe	Leads
Promote support services, networking opportunities and events to newcomer business owners and entrepreneurs	Develop strategies to improve delivery of information to newcomers	1st – 2nd year	<ul style="list-style-type: none"> • Chamber of Commerce • Multicultural Tauranga

5.3

The receiving community, recognises the value of diversity in the workplace, of newcomer’s contribution to the region’s growth and of the resulting economic benefits.

Activity	Actions	Timeframe	Leads
Promote positive media stories highlighting the benefits of cultural diversity in the workplace	Use existing business publications to share success stories with local employers	1st – 5th year	<ul style="list-style-type: none"> • Chamber of Commerce • Immigration NZ • Priority One
Investigate establishing a ‘diversity’ category at local business awards	To be determined	1st – 2nd year	<ul style="list-style-type: none"> • Chamber of Commerce • Community Development Advisor: Welcoming Communities

5.4

Local employers and workforces develop their intercultural competency.

Activity	Actions	Timeframe	Leads
Diversity and inclusion training opportunities are available for local workforces	<p>E.g “The Workplace of the Future” – Diversity Roadshow</p> <p>Local workforces develop cultural competency to support engagement with and inclusion of culturally diverse communities</p>	1st – 2nd year	<ul style="list-style-type: none"> • Chamber of Commerce • Diversity Works

5.5

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

Activity	Actions	Timeframe	Leads
Investigate opportunities for local businesses to intern or give work experience to international students based on their strengths i.e partner with export industries	Set up at a working group to scope the project	Scope in 1st – 2nd year	To be determined

6. Civic Engagement and participation

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

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

Activity	Actions	Timeframe	Leads
Have targeted engagement opportunities for newcomers to learn about and take part in local government processes	To be determined	1st year	• Council

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

Activity	Actions	Timeframe	Leads
Increase newcomers knowledge about local government and how they can be involved	Participation in local government encouraged at citizenship ceremonies	1st year	• Council

6.3 Newcomers efforts and achievement in civic participation and community life are acknowledged and celebrated.

Activity	Actions	Timeframe	Leads
Newcomer volunteer contributions are recognised in the community	Scope opportunities to develop an initiative or enhance an existing initiative	1st – 2nd year	• Welcoming Communities Coalition

7. Welcoming Public Spaces

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

7.1

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

Activity	Actions	Timeframe	Leads
Develop multilingual welcoming resources/posters for key community focus points such as community centres and libraries	Identify key languages in the sub-region Encourage the wider community to also provide multilingual welcoming signage	1st year	<ul style="list-style-type: none"> • Council
Develop water safety initiatives for newcomers	Investigate multilingual signage at beaches/lakes Translated water safety information is easily accessible Develop and implement initiatives to increase the water safety skills of newcomers	1st – 5th year	<ul style="list-style-type: none"> • Safer Communities • Welcoming Communities Coalition

7.2

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

Activity	Actions	Timeframe	Leads
Local residents and newcomers connect through sporting activities	Set up an action group to investigate and scope options for possible implementation	1st – 2nd year	<ul style="list-style-type: none"> • Multicultural Tauranga • Sport Bay of Plenty
	Scope opportunities to strengthen newcomers engagement	1st – 2nd year	<ul style="list-style-type: none"> • New Zealand Football
	Deliver a football-related activity for newcomers	1st – 2nd year	

7.3

Public spaces and buildings create a sense of community ownership and inclusion for all, including newcomers.

Activity	Actions	Timeframe	Leads
Investigate showcasing the sub-region's cultural diversity through public art	Encourage culturally diverse art and images within public buildings	1st – 2nd year	<ul style="list-style-type: none"> • Council • Welcoming Communities Coalition
	Explore opportunities through different events, e.g Open Air Art Katikati		



8. Culture and Identity

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

8.1

Receiving communities and newcomers share and celebrate their cultures with each other, facilitated by council and others in the community.

Activity	Actions	Timeframe	Leads
Education providers celebrate the cultural diversity of their students	Intercultural events and activities to bring together students to celebrate cultural diversity of student body	Ongoing	<ul style="list-style-type: none"> • Education Tauranga • Education Tauranga member institutions
Tauranga Multicultural Festival	Continue to hold the Tauranga Multicultural Festival and scope opportunities to support expanding activities in the event e.g engagement with schools	Ongoing	<ul style="list-style-type: none"> • Multicultural Tauranga
Council supports migrant communities to run cultural events in the sub-region	Council guides communities through processes and to funding opportunities that can support running cultural events for the wider community to enjoy	1st – 5th year	<ul style="list-style-type: none"> • Council
Create an online calendar of significant religious and cultural events	Include links to existing event calendars including those published on Immigration NZ's website	1st year	<ul style="list-style-type: none"> • To be determined

8.2

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

Activity	Actions	Timeframe	Leads
Support communities to develop cultural information boards they can display at their events	Identify key community groups and work with them to develop cultural information boards/ profiles	1st year	<ul style="list-style-type: none"> Western Bay of Plenty District Council
Encourage both local residents and newcomers to participate in and attend community events	<p>Promote local events to newcomers and migrant communities</p> <p>Migrant communities are encouraged to invite the wider community to their cultural events to build shared understanding</p> <p>Encourage community groups to promote cultural events on existing community events calendars i.e www.mytauranga.co.nz</p> <p>Develop strategies to increase attendance of local residents at existing cultural events e.g Living in Harmony evenings</p>	Ongoing	<ul style="list-style-type: none"> Welcoming Communities Coalition Council Multicultural Tauranga



Notes to the Welcoming Communities Action Plan

- Newcomers are defined as recent migrants who have been in our sub-region for less than five years, international students or former refugees.
- Welcoming Communities Tactical Group includes representation from Tauranga City Council, Western Bay of Plenty District Council, Immigration New Zealand, Priority One and Multicultural Tauranga.
- The Welcoming Communities Coalition is a broad based network made up of local organisations and groups with an interest in being involved in Welcoming Communities. It includes migrant communities, education providers, funders, not-for-profit organisations, community organisations and groups, schools, businesses, individuals and economic development agencies.
- Council as a lead is implied as being both councils – Tauranga City Council and Western Bay of Plenty District Council – unless otherwise specified.
- Some initiatives are yet to have a defined lead. This will be progressed as part of roll out of the plan.



Photo: Tauranga City Council