

Appendix 5: Social Cohesion Government Work Programme

Outcome: Connectedness and Belonging	Outcome Domain: People, Whānau, and Communities		Outcome Domain: Places people live, work, play and learn	Outcome Domain: Institutions and Sectors
	<ul style="list-style-type: none">have strong social networks and support systems that provide a source of positive, meaningful interactionfeel a sense of belonging to a community which includes those based on:<ul style="list-style-type: none">Identity (whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith, etc)Place (tūrangawaewae, marae, neighbourhoods, cities, regions, and including Aotearoa New Zealand as a whole)Interest (sport, arts, unions/employee networks)		<ul style="list-style-type: none">have strong social networks and support systems that provide a source of positive, meaningful interactionfeel a sense of belonging to a community which includes those based on:<ul style="list-style-type: none">Identity (whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith, etc)Place (tūrangawaewae, marae, neighbourhoods, cities, regions, and including Aotearoa New Zealand as a whole)Interest (sport, arts, unions/employee networks)	<ul style="list-style-type: none">reflect the diverse make-up of Aotearoa New Zealand (including at decision-making levels).develop policies, services and practices that are accessible and effective in meeting diverse community aspirations and needsundergo meaningful and effective consultation processescollect diverse data to inform decision-makingdevelop policies and processes that are clear, transparent and reliable.
Existing actions agreed to*				
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions	
MBIE – Minister of Immigration	Places people live, work, play and learn	Encouraging and facilitating positive interactions within and across diverse groups	Expand the Welcoming Communities programme (CAB-19-MIN-0427).	
Existing actions to endorse*				
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions	
DIA – Minister of Internal Affairs	People, Whānau and Communities	Fostering inclusive social values that unite us and value diverse contributions	<u>Te Ara Tahi</u> Working with the wider culture and heritage sector to ensure the Crown collections, such as those held by National Library, Archives New Zealand and Ngā Taonga Sound & Vision, reflect all diverse communities in New Zealand; all New Zealanders have equal access to these national holdings; and whānau, hapū and iwi share in the decision making over the care of mātauranga and taonga Māori included in these national collections.	
MCH – Minister for Arts, Culture and Heritage	People, Whānau and Communities	Encouraging and facilitating positive interactions within and across diverse groups	<u>Te Tai Whakaea Treaty Settlement Stories programme</u> Te Tai Whakaea is a bilingual digital storytelling programme that aims to increase understanding of our past by exploring Te Tiriti o Waitangi settlements and their enduring impact. It preserves the stories of iwi, hapū and people who played key roles in settlements through audio-visual interviews, and publishes well-researched, reliable and accessible multimedia histories online. Te Tai Whakaea has published web stories showcasing the history and settlement journeys of Ngāti Awa, Ngāti Porou, Waikato-Tainui, Ngāti Whātua Ōrākei and Raukawa, as well as a thematic feature on the history of te reo Māori. The programme is currently partnering with a range of iwi, including Ngāti Pūkenga, Ngaa Rauru, Ngāti Pāoa, Ngāti Toa Rangatira and Ngāti Maru (Taranaki). It is also developing more contextual content on Te Tiriti o Waitangi settlements and their important role in addressing historical injustice and fostering social cohesion.	
TPK – Minister for Whānau Ora and Minister for Māori Development	People, Whānau and Communities	Supporting and facilitating participation	<u>Whānau-centred approaches</u> The whānau-centred approaches workstream aims to grow the application of whānau-centred policy and the investment in Whānau Ora across government and into our communities. The focus is on strengthening the social fabric of whānau as the building block of Māori society, including devolving resources and decision-making to whānau, hapū, iwi and communities.	
[TBC] – Associate Minister for Social Development and Employment	People, Whānau and Communities	Fostering inclusive social values that unite us and value diverse contributions	<u>s 9(2)(f)(iv), s 6(a)</u> 	
MBIE – Minister of Immigration	People, Whānau and Communities	Encouraging and facilitating positive interactions within and across diverse groups	<u>Refresh of the Refugee Resettlement Strategy and the Migrant Settlement and Integration Strategy</u> The Refugee Resettlement Strategy and the Migrant Resettlement Strategy aim to deliver improved settlement and integration outcomes for former refugees and recent migrants. The refresh will focus on reviewing the success indicators of both strategies to ensure that they are fit for purpose and to better reflect successful settlement outcomes sought by Government and communities.	
MBIE – Minister of Immigration	People, Whānau and Communities	Encouraging and facilitating positive interactions within and across diverse groups	<u>Extend the Community Organisation Refugee Sponsorship Category pilot</u> Extending the Community Organisation Refugee Sponsorship Category pilot will enable 150 sponsored refugees to be resettled in New Zealand over three years (from July 2021). The extended pilot will also aim to support broader community organisation engagement in sponsoring refugees and supporting their settlement in communities.	
MBIE – Minister of Immigration	People, Whānau and Communities	Fostering inclusive social values that unite	<u>Improving the refugee family reunification system</u>	

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		us and value diverse contributions	The refugee family reunification system improvement work involves increasing the refugee family sponsorship category places from 300 to 600 places annually from 2022/23, increasing the settlement support to sponsored family members, and undertaking an evaluation of the settlement outcomes for sponsored family members. These elements will be in place from mid-2022. This work also implements the 2020 Budget Bid.
MCH – Minister for Broadcasting and Media	Institutions and Sectors	Fostering inclusive social values that unite us and value diverse contributions	<u>Stronger Public Media</u> Establishment of a new public media entity that is independent and future-focused, with the mandate to reach new and existing audiences including those not currently well served, across multiple platforms.
MCH – Associate Minister for Arts, Culture and Heritage	People, Whānau and Communities	Fostering inclusive social values that unite us and value diverse contributions	<u>Matariki</u> Creation and commemoration of a new public holiday and support for community celebrations.
ACC, Department of Corrections, MoE, MoH, MoJ, MSD, New Zealand Police, OT, TPK – Minister for Accident Compensation Corporation, Minister of Corrections, Minister of Education, Minister of Health, Minister of Police, Minister for Children, Minister for Māori Development	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<u>Te Aorerekura</u> Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence – sets out a 25-year vision and collective path for investment and action for government, tanagata whenua, specialist sectors and communities. The strategy is guided by five core principles – the whanonga pono – including the principle of equity and inclusion.
Suggested new actions to explore*			
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions
MBIE - Minister of Immigration	Places people live, work, play and learn	Encouraging and facilitating positive interactions within and across diverse groups	<u>Increase public visibility of the Welcoming Communities programme</u> Exploring ways to publicise the Welcoming Communities programme.

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Outcome: Participation	Outcome Domain: People, Whānau, and Communities		Outcome Domain: Places people live, work, play and learn	Outcome Domain: Institutions and Sectors
	<ul style="list-style-type: none">have a focus on the collective good and sense of solidaritydo things for each other, are actively involved and contribute to whānau and communities (including through tikanga, mahi aroha and volunteering)take part in arts, culture, sports and leisure activitiesare involved and participating in political and civic life (including at the local and national levels).are actively involved or participating in employment, education or training		<ul style="list-style-type: none">have strong social networks and support systems that provide a source of positive, meaningful interactionfeel a sense of belonging to a community which includes those based on:<ul style="list-style-type: none">Identity (whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith, etc)Place (tūrangawaewae, marae, neighbourhoods, cities, regions, and including Aotearoa New Zealand as a whole)Interest (sport, arts, unions/employee networks)	<ul style="list-style-type: none">reflect the diverse make-up of Aotearoa New Zealand (including at decision-making levels)develop policies, services and practices that are accessible and effective in meeting diverse community aspirations and needsundergo meaningful and effective consultation processescollect diverse data to inform decision-makingdevelop policies and processes that are clear, transparent and reliable
Existing actions agreed to*				
Lead Agency and Minister	Outcome domain	Focus areas for action	Actions and Descriptions	
MSD – Minister for Social Development and Employment	People, Whānau, and Communities	Supporting and facilitating positive interactions within and across diverse groups	Establish specialist navigators and a Collective Impact Board to support the families of 51 Shuhadah and others affected by the 15 March 2019 terrorist attack (CAB-20-MIN-0513).	
SportNZ, DIA, MBIE, MCH, MEC, MOE – Minister for Sport and Recreation, Minister for the Community and Voluntary Sector, Minister of Education, Minister for Culture and Heritage, Minister for Diversity, Inclusion and Ethnic Communities	Places people live, work, play	Supporting and facilitating positive interactions within and across diverse groups	Explore options to encourage and facilitate positive interactions between groups, including in the areas of grassroots sport, volunteering, schools, Mana Ake programme, the creative sector, and interfaith (SWC-20-MIN-0071).	
Existing actions to endorse*				
Lead Agency and Minister	Outcome domain	Focus areas for action	Actions and Descriptions	
DIA – Minister for the Community and Voluntary Sector	People, Whānau, and Communities	Fostering inclusive social values that unite us and value diverse contributions	<u>Work programme to support volunteering</u> Work is underway to recognise and support volunteering, which can connect communities and strengthen people’s sense of belonging to an inclusive society where people can make a difference. This work includes championing volunteers, considering how to volunteer is supported in the Community and Volunteering Capability Fund, assisting the sector to refresh best practice guidance for volunteer management, and establishing a cross-agency steering group to provide a strategic, joined-up and practical approach to tackling volunteering problems across government. § 9(2)(f)(iv)	
DIA – Minister for Local Government	Institutions and Sectors	Supporting and facilitating participation	<u>Māori Wards</u> In February 2021, legislation was passed to repeal the binding poll provisions that prevented many councils from being able to establish Māori wards. The Department of Internal Affairs is leading a second stage of changes to further align, and sequence, the process for establishing Māori wards with the process for establishing general wards. These changes will support improved representation of Māori in local government.	
MCH – Minister and Associate Minister for Arts, Culture and Heritage	Places people live, work, play	Fostering inclusive social values that unite us and value diverse contributions	<u>Curriculum/teaching and learning history</u> <ul style="list-style-type: none">Develop content including audio-visual resources in support of teaching and learning historyClassroom redesign on NZ History website – Te AkomangaOutreach and education programmes based at Pukeahu National War Memorial Park.	
MCH – Minister for Arts, Culture and Heritage	Institutions and Sectors	Fostering inclusive social values that unite us and value diverse contributions	<u>Arts and Culture COVID Recovery Programme</u> Short and longer-term support to assist the arts, culture and heritage sector to maintain its critical role and contribution to Aotearoa.	
MoE – Minister of Education and Associate Minister of Education (Pacific Peoples)	People, Whānau, and Communities	Supporting and facilitating participation	<u>Talanoa Ako</u> Talanoa Ako is an ongoing work programme (originally called Pacific Power Up) to equip and empower parents, families, and communities with the skills, knowledge, and confidence they need to champion their children’s education. This is achieved over ten sessions at either the parent-focused, or parent and their children-focused programmes.	

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MoE – Minister of Education	Places people live, work, play and learn	Supporting and facilitating participation	<p><u>National Curriculum Refresh</u></p> <p>Further to the introduction of Aotearoa New Zealand’s histories and Te Takanga o Te Wā, other changes to the national curriculum are being progressed which will support social cohesion, including strengthening the teaching and learning of civics. The refresh of The New Zealand Curriculum is predicated on honouring Te Tiriti o Waitangi and the principle of inclusivity, valuing the identities, languages, and culture of all learners so every child and their family feels they belong in the education system. The redesign of Te Marautanga o Aotearoa will provide an indigenous curriculum that enables ākonga Māori and their whānau to thrive, embedding ākonga identity, language, and culture into their learning. This action responds to RCOI recommendation 36 on social cohesion.</p>
MPP – Minister for Pacific Peoples MCH – Minister for Arts, Culture and Heritage	People, Whānau, and Communities	Tackling all forms discrimination	<p><u>Dawn Raids</u></p> <p>Implementing Government’s commitment to deliver a Dawn Raids historical account – Pacific reconciliation and education. This work consists of four initiatives over four years: Teu le Va Dawn Raids History Community Fund (Round Two); Vaka of Stories and Dawn Raids historical account report; Request for Proposals: Contestable funding for Pacific artists and historians; and the Dawn Raids online platform.</p> <p>The initiative is intended to improve social cohesion by enabling greater public understanding of the events of the Dawn Raids, the underpinning human rights frameworks, and the lasting intergenerational impacts on Pacific communities, through the public resources and events created through the historical account process.</p>
MYD – Minister for Youth	People, Whānau, and Communities	Supporting and facilitating participation	<p><u>Youth Plan 2020-2022: Turning Voice into Action – Rebuilding and Recovering</u></p> <p>The Youth Plan sets out actions that government will take, in partnership with others, to mitigate the impacts of COVID-19 for rangatahi. It aims to ensure young people have a say in decisions about recovery, to support the wellbeing of young people and their family and whānau, to enable youth leadership and to drive transformative change. The Youth Plan is being reviewed in 2022.</p>
MYD – Minister for Youth and Minister for Diversity, Inclusion and Ethnic Communities	Institutions and sectors	Supporting and facilitating participation	<p><u>Refugee and Migrant Youth Voice Pilot Project</u></p> <p>The Refugee and Migrant Youth Voice Pilot Project will enable the co-design of a framework and resources to better enable refugee and migrant youth voice in policy development and service design and delivery.</p>
OfS – Minister for Seniors	Places people live, work, play and learn	Supporting and facilitating participation	<p><u>Age friendly Aotearoa New Zealand programme</u></p> <p>The Age friendly Aotearoa New Zealand programme works with local councils and communities to enable them to become age friendly so that all older people are included, respected and can participate in society. It is underpinned by the World Health Organisation (WHO) Age friendly Cities and Communities Framework and the New Zealand Government has committed to supporting its uptake as an affiliate of the WHO’s Global Network for Age friendly Cities and Communities.</p>

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Outcome: Inclusion and Equity	Outcome Domain: People, Whānau, and Communities		Outcome Domain: Places people live, work, play and learn	Outcome Domain: Institutions and Sectors
	<ul style="list-style-type: none">are economically and socially included through equitable access to the determinants of health and wellbeing (housing, education, employment, health, etc)have a sense of purpose and are hopeful about the future		<ul style="list-style-type: none">have strong social networks and support systems that provide a source of positive, meaningful interactionfeel a sense of belonging to a community which includes those based on:<ul style="list-style-type: none">Identity (whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith, etc)Place (tūrangawaewae, marae, neighbourhoods, cities, regions, and including New Zealand as a whole)Interest (sport, arts, unions/employee networks)	<ul style="list-style-type: none">reflect the diverse make-up of Aotearoa New Zealand (including at decision-making levels)develop policies, services and practices that are accessible and effective in meeting diverse community aspirations and needsundergo meaningful and effective consultation processescollect diverse data to inform decision-makingdevelop policies and processes that are clear, transparent and reliable
Existing actions agreed to*				
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions	
MEC – Minister for Diversity, Inclusion and Ethnic Communities	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	Develop an employment strategy action plan for refugees, recent migrants, and ethnic communities (CAB-19-MIN-0385).	
Existing actions to endorse*				
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions	
DIA/MBIE – Minister for the Digital Economy and Communications	People, Whānau, and Communities	Ensuring equitable access to the determinants of wellbeing for all	<u>Digital Inclusion Blueprint Strategy</u> This Strategy is built around three key themes that forms the structure for the Digital Strategy: Mahi Tika — Trust, Mahi Tahi — Inclusion, Mahi Ake — Growth. It sets out the goals, priorities and activities for the next two to five years, along with longer term outcomes — out to 2032 and beyond. <ul style="list-style-type: none">The Inclusion pillar (Mahi Tahi) of the DSfA provides a foundation for a Digital Inclusion Action Plan to close the digital divide. We are currently providing advice to Minister Clark on developing this action plan.	
DIA/MBIE – Minister for the Digital Economy and Communications	People, Whānau, and Communities	Ensuring equitable access to the determinants of wellbeing for all	<u>Strategy for Digital Public Service</u> This strategy ensures equitable access of services across public service. The strategy sets a whole-of-public-service direction — one that improves the efficiency of the public service, enables change, supports better services and the digital transformation of agencies, putting people and businesses at the centre of government services. Work is currently being progressed for a refresh of this strategy.	
HUD – Minister of Housing	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<u>Aotearoa Homelessness Action Plan 2022-2023</u> The Aotearoa Homelessness Action Plan is a package of actions to address homelessness with an increased focus on prevention, alongside supply, support, and system enablers. Actions will build on and support work already underway around New Zealand and put in place essential changes to address gaps in responses to homelessness.	
MEC – Minister for Diversity, Inclusion and Ethnic Communities	Institutions and sectors	Fostering inclusive social values that unite us and value diverse contributions	<u>Building an evidence base</u> This work programme includes: <ul style="list-style-type: none">hosting research hui to promote collaboration across the research community on matters that affect ethnic communities.commissioning, publishing, and collating existing research on the value of diversity and promote community initiated and led research.building MEC data, research and insights capability to support evidence base government decision-making, and also build monitoring and evaluation capability to assess policies.publishing a state of the nation report on the wellbeing of ethnic communities and how the public sector is working on lifting wellbeing.	
MEC – Minister for Diversity, Inclusion and Ethnic Communities	Institutions and sectors	Tackling all forms of discrimination	<u>Building capability across the public sector</u> This work programme consists of: <ul style="list-style-type: none">developing a self-assessment practice to promote and measure organisational Cultural Intelligence and Safety within the public service.developing resources for workplace cultural competency for use across the public and private sectors. Ensuring the public service as a whole has the prerequisite cultural intelligence required to deliver better outcomes for ethnic communities.developing opportunities for inter-cultural dialogues within and between communities, including with tangata whenua.	
MBIE/MSD/Population agencies (Ministry for Disabled People, MPP, MfW, OfS, MEC, MYD) – Minister for Social Development and Employment, Minister for Pacific Peoples, Minister for Women, Minister for Seniors,	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<u>Employment Strategy and Action Plans</u> The Employment Strategy presents the Government’s vision for the labour market and the changes it is implementing to improve employment outcomes for all New Zealanders. It recognises that good employment outcomes are influenced by a range of Government policy settings, and describes how the Government is intending to improve employment outcomes through the range of reforms underway to: <ul style="list-style-type: none">build a skilled workforcesupport industries and regions to thrivesupport workplaces to modernise	

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Minister for Diversity, Inclusion and Ethnic Communities, and Minister for Youth			<ul style="list-style-type: none"> support workers and businesses to be resilient and adaptable in the face of the changing nature of work support more inclusive employment. <p>The strategy sets out a roadmap for a series of action plans to ensure that those who consistently experience poor labour market outcomes have the support they need develop their skills and achieve their potential with fulfilling careers. The following action plans focus on improving outcomes for groups that consistently experience poor employment outcomes:</p> <ul style="list-style-type: none"> The Youth Employment Action Plan - sets young people on a strong pathway to fulfilling working lives. Working Matters: Disability Employment Action Plan - ensures disabled people and people with health conditions have an equal opportunity to access employment. Te Mahere Whai Mahi Māori: Māori Employment Action Plan - sets out a suite of actions that the Government will implement to improve labour market outcomes for and with Māori. Older Workers Employment Action Plan - aims to ensure that all older workers (workers aged 50+) can access work that meets their needs. Women's Employment Action Plan - will provide actions to improve the employment outcomes for women in Aotearoa New Zealand. Pacific Employment Action Plan - aims to improve employment outcomes for Pacific Peoples by taking a different approach to partnering with Pacific communities and creating economic opportunities.
MBIE – Minister for Workplace Relations and Safety	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<p><u>Modern Slavery</u></p> <p>MBIE is considering legislation to address modern slavery and worker exploitation in Aotearoa New Zealand's supply chains and operations. s (9)(2)(g)(i)</p> <ul style="list-style-type: none"> s (9)(2)(g)(i) s (9)(2)(g)(i) s (9)(2)(g)(i) <p>s (9)(2)(g)(i)</p>
MBIE – Minister for Workplace Relations and Safety	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<p><u>Migrant Exploitation</u></p> <p>On 1 July 2021, the Migrant Exploitation Protection Visa and new dedicated reporting tools came into force to better protect migrants from exploitation. These changes support migrants to report and leave exploitative situations and remain lawfully in Aotearoa New Zealand without impacting their visa status.</p> <p>These changes are supported by liaison support services for victims of migrant exploitation. This service helps migrants to access a range of support networks where needed, such as community groups, Citizen Advice Bureau and others.</p> <p>These changes are accompanied by \$50m in funding over four years from 2020 to support additional enforcement capacity across Immigration New Zealand and the Labour Inspectorate, and the development of a migrant exploitation information and education action plan to provide more information and education outreach on employment rights and obligations for both employers and migrant workers.</p> <p>Legislation is currently being drafted that will:</p> <ul style="list-style-type: none"> Establish three new immigration infringement offences targeting non-compliant employer behaviour Allow Labour Inspectors to issue an infringement notice where employers fail to provide requested documents in a reasonable timeframe Expand the stand down list to cover existing Immigration Act offences. Ensure employers with serious immigration convictions cannot support applications for migrant workers Notify impacted migrant workers that their employer has been stood down. <p>s (9)(2)(g)(i)</p>
MBIE – Minister for Workplace Relations and Safety	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<p><u>Fair Pay Agreements Bill</u></p> <p>The Fair Pay Agreements Bill provides a framework for collective bargaining between unions and employer representatives for fair pay agreements across entire industries, or occupations, rather than between unions and particular employers. The legislation should be in force by the end of 2022.</p>
MoE – Associate Minister of Education (Māori Education)	People, Whānau, and Communities	Tackling all forms of discrimination	<p><u>Te Hurihanganui</u></p> <p>Te Hurihanganui is transformative system shift that supports communities to address racism and inequity so that they can accelerate achievement and wellbeing of ākonga Māori and their whānau, that in turn has a positive impact on educational settings (ECE and schooling). Two core components of the system shifts are: Strengthening and embedding Kaupapa Māori in English-medium education and building critical consciousness – stimulating conversation in educational communities about racism and equity and equipping them to identify and respond.</p>
MoE – Associate Minister of Education (Māori Education)	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<p><u>Ka Hikitia – Ka Hāpaitia: Māori Education Strategy</u></p> <p>Ka Hikitia – Ka Hāpaitia is a cross-agency strategy for the education sector that sets out how to achieve system shifts in education to support Māori learners and their whānau, hapū, and iwi, to achieve excellent and equitable outcomes.</p>
MoE – Associate Minister of Education (Pacific Peoples)	People, Whānau, and Communities	Ensuring equitable access to the determinants of wellbeing for all	<p><u>Action Plan for Pacific Education 2020-2030</u></p> <p>The Action Plan for Pacific Education 2020-2030 has five key focus areas which includes working reciprocally with diverse Pacific communities to respond to unmet needs, with an initial focus on needs arising from the COVID-19 pandemic. The plan's focus areas extend beyond education to support Pacific peoples.</p>

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MoE – Minister of Education and Associate Minister of Education	Places people live, work, play and learn	Supporting and facilitating participation	<u>Learning Support Action Plan 2019-2025</u> The Learning Support Action Plan 2019-2025 provides a valuable set of supports to assist and ensure that all participants in education have a strong focus on working together to deliver an inclusive system.
MoE – Associate Minister of Education (Pacific Peoples)	People, Whānau, and Communities	Ensuring equitable access to the determinants of wellbeing for all	<u>Tu'u Mālohi</u> Tu'u Mālohi is a pilot programme supporting the wellbeing of Pacific learners in Years 9 to 13, their parents, families, communities, and schools. The programme aims to strengthen Pacific wellbeing for parents, learners, families, and communities, including opportunities to understand racism, and learn skills and strategies to minimise its impact.
MoE/TEC – Minister of Education	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<u>Workstreams addressing inequitable outcomes in education</u> The workstreams to address inequitable outcomes in education include but are not limited to: Equity Index, Unified Funding System, and supporting Tokona Te Raki – a Ngāi Tahu organisation – to lead the co-design of a blueprint to progress the shift away from streaming (also known as 'ability grouping'), towards more inclusive and equitable education.
MfE – Minister for the Environment	Places people live, work, play and learn	Protecting our society and environment for future generations	<u>National Adaptation Plan</u> The National Adaptation Plan is to safeguard the wellbeing of Aotearoa New Zealand into the future in the face of uncertain climate change risks. It is about ensuring the protection and enhancing the resilience of significant environmental, cultural and societal values and resources, the built environment and the economy.
MoH – Minister of Health	People, Whānau, and Communities	Protecting our society and environment for future generations	<u>Kia Manawanui Aotearoa</u> Kia Manawanui Aotearoa: Long-term pathway to mental wellbeing, is a ten-year roadmap for transforming New Zealand's approach to mental wellbeing. Kia Manawanui builds on the intentions of He Ara Oranga: Report of the Inquiry into Mental Health and Addiction and Every Life Matters – He Tapu te Oranga o ia Tangata: Suicide Prevention Strategy 2019–2029. Actions span across the short, medium, and long-term.
MSD – Minister for Social Development and Employment	People, Whānau, and Communities	Ensuring equitable access to the determinants of wellbeing for all	<u>Welfare Overhaul</u> The welfare overhaul work programme lays the foundations to achieve the Government's vision of a welfare system that ensures people have an adequate income and standard of living, are treated with and can live in dignity and are able to participate meaningfully in their communities. It also plays an important role in supporting the country's economic recovery through a focus on employment, upskilling and training and contributes to reducing child poverty.
MSD/MoH/Ministry for Disabled People – Minister for Disability Issues and Minister of Health	Places people live, work, play and learn	Ensuring equitable access to the determinants of wellbeing for all	<u>Disability System Reform</u> As part of Government's commitment to improving outcomes for disabled people it is: <ul style="list-style-type: none"> Establishing a Ministry for Disabled People. Implementing the Enabling Good Lives approach to Disability Support Services on a national scale. Introducing the Accessibility for New Zealanders Bill – new stand-alone legislation that will establish an accessibility framework that will work towards a fully accessible New Zealand by progressively identifying, preventing and removing barriers to accessibility for disabled people, tāngata whaikaha Māori and others with accessibility needs. A key part of the framework will be the establishment of a Ministerial Advisory Committee that provides independent advice on addressing accessibility barriers to the Minister for Disability Issues.
OfS – Minister for Seniors	Institutions and Sectors	Supporting and facilitating participation	<u>Better Later Life Strategy – He Oranga Kaumātua 2019-2034 and Better Later Life Action Plan – He Mahere Hohenga 2021-2024</u> Better Later Life – He Oranga Kaumātua is the Government's strategy for our ageing population, which focuses on making the future better for New Zealanders as we age. The Better Later Life strategy will help to ensure we create opportunities for everybody to participate, contribute and be valued as we age. The Action Plan implements the Strategy.
New actions to explore			
MEC – Minister for Diversity, Inclusion and Ethnic Communities MCH and MSD – Minister for Arts, Culture and Heritage and Minister for Social Development and Employment DIA – Minister for the Community and Voluntary Sector	People, Whānau, and Communities	Encouraging and facilitating positive interactions within and across diverse groups	<u>Social Cohesion criterion in grant funding</u> Social cohesion criterion, aligned with the social cohesion strategic framework, in community grant funds.
Actions from the Social Cohesion Work Programme			
MSD – Associate Minister for Social Development and Employment	People, Whānau, and Communities	Encouraging and facilitating positive interactions within and across diverse groups	<u>Social Cohesion Grant Fund</u> A contestable grant fund to support community-led initiatives

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Appendix 5: Social Cohesion Government Work Programme

Outcome: Recognition and Respect for others	Outcome Domain: People, Whānau, and Communities		Outcome Domain: Places people live, work, play and learn	Outcome Domain: Institutions and Sectors
	<ul style="list-style-type: none">are connected to and find it easy to express their full selves (including language, cultural practices, faith, sexual orientation, and gender identity) and are valued for who they areare free from discriminationfeel safeaccept and value diversityare willing to engage with others who have different views to them and people feel they can disagree respectfully		<ul style="list-style-type: none">have strong social networks and support systems that provide a source of positive, meaningful interactionfeel a sense of belonging to a community which includes those based on:<ul style="list-style-type: none">Identity (whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith, etc)Place (tūrangawaewae, marae, neighbourhoods, cities, regions, and including Aotearoa New Zealand as a whole)Interest (sport, arts, unions/employee networks)	<ul style="list-style-type: none">reflect the diverse make-up of Aotearoa New Zealand (including at decision-making levels).develop policies, services and practices that are accessible and effective in meeting diverse community aspirations and needsundergo meaningful and effective consultation processescollect diverse data to inform decision-makingdevelop policies and processes that are clear, transparent and reliable
Existing actions agreed to*				
Lead Agency and Minister	Outcome domain	Focus areas for action	Actions and Descriptions	
DIA – Minister for Internal Affairs	People, Whānau and Communities	Tackling all forms of discrimination	Extend the Safer Communities Fund for security measures for communities at risk from hate incidents and terror attacks (CAB-20-MIN-0513).	
MoE – Minister of Education	Places people live, work, play and learn	Supporting and facilitating participation	Implementing a trial to support young children in early learning services to develop capacities for self-regulation, resilience, and social skills, and continuing the community partnership between the Ministry of Education and ethnic communities in Christchurch (CAB-20-MIN-0513).	
MEC – Minister for Diversity, Inclusion and Ethnic Communities	Institutions and sectors	Supporting and facilitating participation	Developing and implementing an Ethnic Communities Graduate Programme to provide meaningful work experience and pathways into the public service (CAB-20-MIN-0513).	
MoJ – Minister of Justice	Places people live, work, play and learn	Tackling all forms of discrimination	Strengthen the capacity of the Human Rights Commission (HRC) to respond to hate speech, racism, and discrimination (CAB-20-MIN-0513).	
MoJ/HRC – Minister of Justice	People, Whānau and Communities	Tackling all forms of discrimination	Expand funding for the ‘give nothing to racism’ campaign (CAB-19-MIN-0307.01).	
Existing actions to endorse*				
Lead Agency and Minister	Outcome domain	Focus areas for action	Actions and Descriptions	
MCH – Minister for Broadcasting and Media	Institutions and Sectors	Fostering inclusive social values that unite us and value diverse contributions	<u>Diversity in media</u> A diverse media system that contains many different voices creating a range of content that supports social cohesion and accounts for the uniqueness of Aotearoa New Zealand communities.	
MoH – Minister of Health	Institutions and Sectors	Tackling all forms of discrimination	<u>Ao Mai Te Ra: the Anti-Racism Kaupapa</u> Ao Mai Te Ra is a specific programme of work to support the way the health system understands, reacts, responds to, and addresses racism. Ao Mai Te Rā aims to build collective responsibility and ownership for addressing racism in the health system, build a shared understanding and shared language for what racism is and what effective anti-racism action looks like, and establish an evidence-based maturity model that supports the system to take pragmatic steps towards an anti-racist, fair and equitable health system.	
MoJ – Minister of Justice	People, Whānau and Communities	Tackling all forms of discrimination	<u>Incitement of Hatred provisions</u> Incitement of hate speech work responds to RCOI social cohesion recommendation 40. It considers whether current provisions in the Human Rights Act 1993 that protect against speech that incites hate are fit for purpose for a diverse and inclusive society.	
MoJ – Minister of Justice	Institutions and Sectors	Tackling all forms of discrimination	<u>National Action Plan Against Racism</u> The National Action Plan Against Racism aims to progressively eliminate racism in all forms by setting concrete actions for the Government to take and providing guidance for communities, businesses, and institutions to support their own solutions. The action plan is currently under development. An inclusive approach is being used to develop the action plan to ensure everyone’s voices are heard, especially those who experience racism.	
MoE – Minister of Education	Places people live, work, play and learn	Supporting and facilitating participation	<u>Community Learning Hubs</u> Community Learning Hubs support ethnic and culturally diverse learners and whānau, including former refugees and migrants. Hubs have been established in Christchurch, Auckland and Wellington.	
MoE – Minister of Education	Places people live, work, play and learn	Supporting and facilitating participation	<div>s 9(2)(f)(iv)</div> <div></div> <div></div>	

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Appendix 5: Social Cohesion Government Work Programme

MSD – Minister for Social Development and Employment	Institutions and Sectors	Supporting and facilitating participation	<u>Social Sector Commissioning work programme</u> The Social Sector Commissioning Work Programme aims to create a relational approach to social sector commissioning. This approach consists of a number of components, including bringing the right parties together at the start, spending time building relationships, and having people's lived experiences shape the design and delivery of support. Cabinet will be asked to approve an implementation plan for embedding relational commissioning across the social sector in July 2022.
PSC – Minister for the Public Service	Institutions and Sectors	Tackling all forms of discrimination	<u>Papa Pounamu – Diversity and Inclusion work programme</u> Papa Pounamu is a comprehensive diversity and inclusion work programme for the Public Service. The Papa Pounamu work programme has five focus areas: cultural competence, addressing bias, inclusive leadership, building relationships, and employee-led networks. Agencies are expected to report on their progress and achievements. These actions relate to RCOI recommendations 33, 34 and 35 on social cohesion.
PSC – Minister for the Public Service	Institutions and Sectors	Tackling all forms of discrimination	<u>Increasing Diversity in the Public Service workstream</u> The Increasing Diversity in the Public Service Workstream to increase diversity in the Public Service, particularly ethnic diversity in senior leadership levels in the first instance. These actions relate to RCOI social cohesion recommendations 33, 34 and 35.
TPK – Minister for Māori Development	People, Whānau, and Communities	Protecting our society and environment for future generations	<u>Maihi Karauna</u> Maihi Karauna is the Crown's Strategy for Māori Language Revitalisation 2019 – 2023.
TPK – Minister for Māori Development	People, Whānau, and Communities	Tackling all forms of discrimination	<u>Plan for the UN Declaration on the Rights of Indigenous Peoples</u> The plan to implement the United Nations Declaration on the Rights of Indigenous Peoples is currently under development. s (9)(2)(g)(i)
Actions from the Social Cohesion Work Programme			
Lead Agency and Minister	Outcome domain	Focus areas for action	Actions and Descriptions
MSD – Associate Minister for Social Development and Employment	Places people live, work, play and learn	Encouraging and facilitating positive interactions within and across diverse groups	<u>Social Cohesion Guides for Communities and Sectors</u> Social Cohesion Guides will provide handy tips on how to foster social cohesion for communities, local government, businesses, the cultural sector, and everyone, that provides guidance on how to contribute to social cohesion.

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Outcome: Trust	Outcome Domain: People, Whānau, and Communities		Outcome Domain: Places people live, work, play and learn	Outcome Domain: Institutions and Sectors
	<ul style="list-style-type: none">have high levels of trust in othersfeel like they are represented in decision-making positionsfeel like their voice is heardfeel they are treated fairlybelieve services will meet their needshave confidence that issues will be addressed		<ul style="list-style-type: none">have strong social networks and support systems that provide a source of positive, meaningful interactionfeel a sense of belonging to a community which includes those based on:<ul style="list-style-type: none">Identity (whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith, etc)Place (tūrangawaewae, marae, neighbourhoods, cities, regions, and including Aotearoa New Zealand as a whole)Interest (sport, arts, unions/employee networks)	<ul style="list-style-type: none">reflect the diverse make-up of Aotearoa New Zealand (including at decision-making levels).develop policies, services and practices that are accessible and effective in meeting diverse community aspirations and needsundergo meaningful and effective consultation processescollect diverse data to inform decision-makingdevelop policies and processes that are clear, transparent and reliable Key institutions and systems are: Parliament, Health, Justice, Social Welfare, Education, Transport, Local government, Immigration, Housing, Environment, Media and Arts and Culture.
Existing actions agreed to*				
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions	
DPMC – Prime Minister, Minister for National Security and Intelligence	People, Whānau, and Communities	Fostering inclusive social values that unite us and value diverse contributions	Establish He Whenua Taurikura National Centre of Research Excellence for Preventing and Countering Violent Extremism, with a focus on understanding diversity and promoting social cohesion (CAB-20-MIN-0513).	
ACC, Corrections, DPMC, HUD, MOE, MOH, MOJ, MSD, NZ Police, IRD, PSC, OT – Minister for Accident Compensation Corporation, Minister of Corrections, Minister of Housing, Minster of Education, Minister of Health, Minister of Justice, Minister of Police, Minister of Revenue, Minister for the Public Service, Minister for Children	Institutions and Sectors	Fostering inclusive social values that unite us and value diverse contributions	Explore actions to improve social inclusion: Supporting people in government to have the skills and knowledge to contribute to building social inclusion, including a common framework and language around social inclusion, investigating and integrating unconscious bias training into public sector inductions, and identifying additional opportunities within existing work programmes, with the approval of relevant Ministers (SWC-20-MIN-0071).	
NZ Police – Minister of Police	People, Whānau, and Communities	Tackling all forms of discrimination	Establish the NZ Police programme Te Raranga – The Weave. An organisational response to RCOI recommendation 42, which directs NZ Police to revise how they record complaints of hate crime and train frontline staff on hate-motivated offending (CAB-20-MIN-0513).	
Existing actions to endorse*				
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions	
MCH – Minister for Broadcasting and Media	Institutions and Sectors	Supporting and facilitating participation	<u>Strategic Framework for a Sustainable Media System</u> Development of a strategic framework that articulates the Government’s outcomes and activities to achieve its vision for a vibrant, trusted and diverse media system.	
DIA – Minister for the Community and Voluntary Sector	Institutions and sectors	Supporting and facilitating participation	<u>Grant Funding Change Programme</u> The Grant Funding Change Programme to address issues around grant funding, to ensure the funding system they administer is accessible, equitable, high trust, and that the approach is grounded in Te Ao Māori. The work programme is focused on the funding Hapai Hapori (a DIA business group) administers in terms of Lottery Grants Board funding and the Community and Voluntary Sector Crown funding.	
DIA/MCH – Minister for Internal Affairs and Minister for Arts, Culture and Heritage	Institutions and sectors	Fostering inclusive social values that unite us and value diverse contributions	<div>s (9)(2)(g)(i)</div> <div></div> <div></div>	
DPMC/MFAT – Prime Minister, Minister for National Security and Intelligence, and Minister of Foreign Affairs	Institutions and sectors	Tackling all forms of discrimination	<u>Christchurch Call</u> The Christchurch Call is an international multistakeholder initiative co-led by Aotearoa New Zealand and France, to eliminate terrorist and violent extremist content online. This involves working with supporter governments, online service providers, civil society, and academia, to address the underlying drivers of terrorism and violent extremism in society, as well as taking action to prevent the upload and dissemination of such content online while protecting and respecting human rights and a free, open, and secure internet.	

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MoJ/NZ Police/Corrections/ Oranga Tamariki/Serious Fraud Office – Minister of Justice, Minister of Police, and Minister for Children	Institutions and sectors	Ensuring equitable access to the determinants of wellbeing for all	s (9)(2)(g)(i) [Redacted] [Redacted] [Redacted] [Redacted]
NZ Police – Minister of Police	Institutions and sectors	Encouraging and facilitating positive interactions within and across diverse groups	<u>Reframe – Te Tarai Hou Strategy</u> Reframe - Te Tarai Hou Strategy seeks to improve frontline policing practice and achieve better resolution outcomes for those who are harmed and those who cause harm in Aotearoa New Zealand.
MPP – Minister for Pacific Peoples	Institutions and Sectors	Ensuring equitable access to the determinants of wellbeing for all	<u>All-of-Government Pacific Wellbeing Strategy</u> The All-of-Government Pacific Wellbeing Strategy sets the Government’s strategic and implementation priorities for improving Pacific wellbeing outcomes that align to the Pacific Aotearoa Lalanga Fou Goals.
Suggested new actions to explore			
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions
DPMC – Prime Minister	Institutions and sectors	Fostering inclusive social values that unite us and value diverse contributions	<u>Central Government encouraged to use the Social Cohesion Strategic Framework</u> MSD to work closely with DPMC to explore the development of guidance on the Social Cohesion Strategic Framework to support policy advisors to conduct social cohesion analysis where relevant. A link to the framework will also be included on the CabGuide.
Actions from the Social Cohesion Work Programme			
Lead Agency and Minister	Outcome Domain	Focus areas for action	Actions and Descriptions
MSD – Associate Minister for Social Development and Employment	Institutions and sectors	Fostering inclusive social values that unite us and value diverse contributions	<u>Social Cohesion Strategic Framework</u> Roll out the social cohesion strategic framework across Government, communities and sectors.
MSD – Associate Minister for Social Development and Employment	Institutions and sectors	Supporting and facilitating participation	<u>Publicising the Government work programme</u> Publicly release and disseminate the Government work programme.
MSD – Associate Minister for Social Development and Employment	Institutions and sectors	Supporting and facilitating participation	<u>Publicly release the ‘What We Heard’ Document</u> Publicly release the ‘What We Heard’ report which captures ten-months of engagement feedback from stakeholders on what fosters social cohesion.
MSD – Associate Minister for Social Development and Employment	Institutions and sectors	Protecting our society and environment for future generations	<u>Monitoring the state and progress of social cohesion in Aotearoa New Zealand</u> MSD will explore using the social cohesion measurement framework to monitor the state and progress of social cohesion in Aotearoa New Zealand.

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