

- preserving and making digitally available audiovisual heritage that shows past social norms allowing researchers, documentary makers and New Zealanders to identify the evolution of discrimination and cultural norms.

Embracing diversity, feeling respected

- encourage positive attitudes and behaviours that value diverse contributions:
 - create places/activities that encourage belonging and reduce loneliness
- ensure positive reporting of diverse life experiences / population groups across all art and media:
 - reach out to community leaders and connectors for good news stories, attend community events to gather good news stories.

Feeling connected

- run and promote diverse events in the art/media space:
 - create community outreach programmes that include holding free arts and music events and activities in art galleries and museums
 - provide free meeting spaces and communal areas to community groups and NGOs to hold social gatherings, hui and workshops
- tackle barriers to participation in the sector:
 - identify people that are infrequently represented in your content/events and reach out to NGOs and community groups that work with or represent those groups to learn how to increase participation.
- provide more information about interacting positively with Deaf/hard of hearing communities:
 - collaborate with organisations that work with the hard of hearing and deaf people to run media campaigns and/or to provide resources
- treasuring, honouring, and preserving taonga from the past and present for future generations
- better education across the media sector in cultural capacity and understanding
- run and promote diverse events in the art/media space:
 - create community outreach programmes that include holding free arts and music events and activities in art galleries and museums.
 - provide free meeting spaces and communal areas to community groups and NGOs to hold social gatherings, hui and workshops
- support, commission, and program works by underrepresented communities and works that express untold stories eg <https://pantograph-punch.com/categories/pacific-arts-legacy-project>
- support storytelling and music from a diverse range of communities and cultures, NZ On Air empowers them and helps build understanding and inter-connectivity.
- preserving and making available audio-visual materials that report on diverse life experiences / population groups through the history of New Zealand since the early 1900s.
- enabling historians, researchers, documentary makers, producers of content and other New Zealanders to connect with and identify similarities and differences in social norms as they have evolved in Aotearoa New Zealand.
 - the Chinese Languages in Aotearoa New Zealand – is an ongoing project using language to highlight complex issues of cultural identity within various Chinese

- New Zealand communities. (See website: Chinese Languages in Aotearoa | Te Papa)
- LGBTQI+ Histories of Aotearoa New Zealand: Kōrero takatāpui ki Aotearoa – explores queer objects, artworks, and stories in Te Papa’s collections and discover more about the rich histories of Aotearoa New Zealand’s LGBTQI+ communities and icons. (See website: LGBTQI+ histories of Aotearoa New Zealand | Te Papa)
 - fashioning ourselves: clothing, identity and culture – explores stories that highlight the influences, industry, and imagination of fashion in New Zealand through our collections, exhibitions and research
 - ensuring positive representation of diverse experiences and community ownership of stories and taonga/objects
 - promoting language and cultural diversities through different mediums.

Taking part

- join a sports team as a player, coach, administrator
- write an article for your local newspaper
- act in a local play in an onstage role or take up an off stage role
- talk to [community advisers](#) about your ideas to bring more belonging into your cultural sector project
- apply for funding applications to government agencies to fund your cultural sector project, [COGS](#) or [Lotteries](#) through the [grants management system](#) or through the [Community-Led Development Programme](#).
- tackle barriers to participation in the sector:
 - identify demographics and intersections that are infrequently represented in your content/events and reach out to NGOs and community groups that work with or represent those groups to learn how to increase participation
- provide more information about interacting positively with Deaf/hard of hearing communities:
 - collaborate with organisations that work with the hard of hearing and deaf people to run media campaigns and/or to provide resource
- use arts programmes as a vehicle for building transferable skills such as leadership, teamwork, and cultural capability that can benefit other sectors. For example www.sistemaaotearoa.org.nz
- NZ On Air supports a range of community groups includes the disabled community by providing programmes, captioning and coverage of events.
- with targeted funding initiatives in screen content and contemporary music increase the participation of various groups (such as Asian peoples, Pacific peoples, youth and women)
- increase diversity in sports governance boards
- providing content for event planners, organisers, artists and others involved in cultural events that enable participation.
- contributing as a partner in the Tāhuhu cultural heritage precinct along with National Library and Archives NZ as a place that can host activities that foster belonging and participation
- facilitating behind-the-scenes access to collections for descendants, researchers, learners, artists, makers and practitioners

Social cohesion guide

What can I do to help?

Belonging together

We all have a role to play in building social cohesion: helping people feel like they belong, feel included, be themselves and take part in society. Most of us do this without even realising. Talking to our neighbours, volunteering, or attending a community event are all things that create a sense of belonging and participation. Even in our workplaces we are likely doing things that build social cohesion through simple acts like having a coffee or lunch with a new colleague.

We might be part of a family, a school, a workplace, sports team, church, might be learning a new language with others or share a hobby. Whatever community we are in, it feels good to belong, to feel included, to be yourself and be part of something.

We're all different but we want to get along and celebrate our diversity, respect others when we disagree. This is important because not everybody feels that they can be who they are or trusts that their voice will be heard.

We are an increasingly diverse country with many different communities and we need to find ways to listen to each other and hear each other. We want to commit to understanding our differences and strengths and to work on what unifies us and what brings us closer.

Belonging – what it looks like

In a society where people get along well, we know each other, know our neighbours, feel included in our workplace, our children feel part of our communities and know where we to go to get help when we need it. We feel that we are able to talk to people we might not normally talk to, speak up when we hear people saying discriminatory things, and feel free to share who we are, where we are from, and how we do things. In a crisis we leave no one behind; everyone is included.

Building more belonging – what you can do

So what can we do to help more people belong, embrace diversity, feel connected, take part, trust others, feel respected?

Belonging together

We can do a number of things within each focus area of the Social Cohesion Strategic Framework that help people to belong:

Belonging, trusting others

- identify and address discriminatory behaviour, policies and practices.
 - have a courageous conversation with someone who is displaying discriminatory behaviour, using resources on the Human Rights Commission website like Responding to Racism
- help people and organisations get better.
 - seek out training in your organisation, local council or through an NGO on tackling discrimination and share your learnings with friends, family and work colleagues

- consider where legislative / regulatory / policy changes are needed to support anti-discrimination.
 - provide a submission on policies and legislation during public consultation.

Embracing diversity, feeling respected

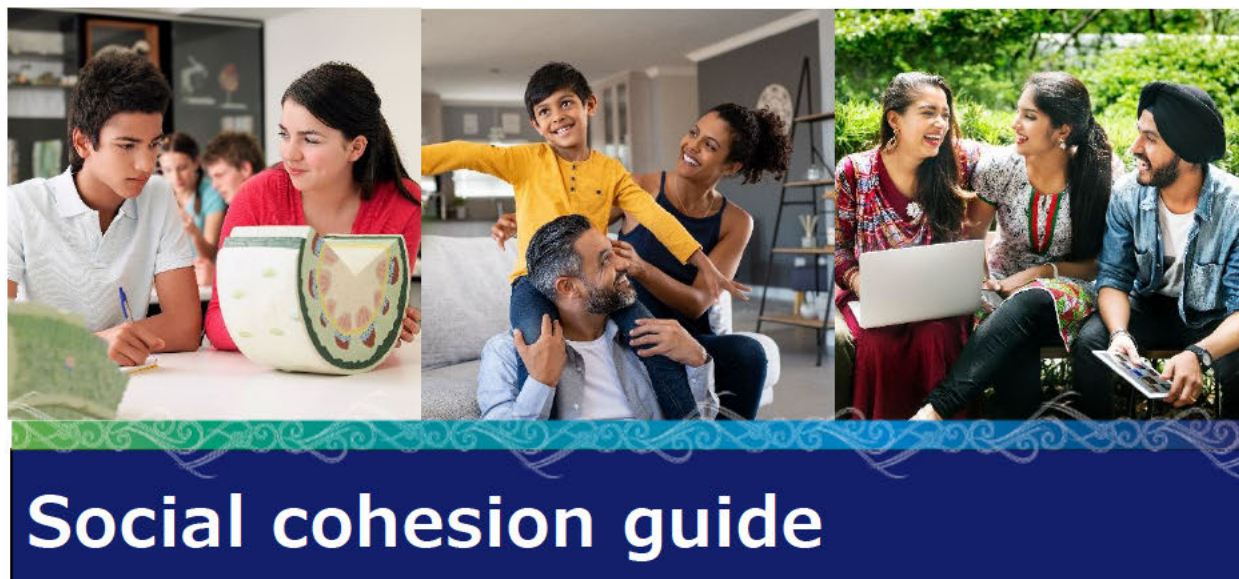
- consider if, in your workplace or organisation, you can use, provide or apply for funding to design a programme or service to address discrimination.

Feeling connected

- provide leadership and co-develop and promote inclusive social norms.
 - you do not need to be a manager or manage a team to be a leader. You can display positive leadership by openly valuing the diverse contributions of your colleagues, friends and acquaintances. This can be through verbally acknowledging the person, giving them space and time to talk and listening to what they have to say
- continue to create opportunities for dialogue with diverse communities.
 - reach out to new neighbours and make new acquaintances with individuals from different communities. You may meet them at local events or online workshops and hui.
- co-design policy with diverse community input.
 - if you are a policymaker, consider using resources on the DPMPC Policy Project website to develop a robust engagement plan
- promote understanding of other cultures and identities.
 - set up a Neighbours Day event in your local area such as a shared lunch or afternoon tea.

Taking part

- participate in diverse community activities, creating strong, high-trust ongoing relationships.
- attend public community events and celebrations and seek out information on the events and celebrations. You can find community activities in your area using Neighbourly, EventFinda or your local newspaper
- become knowledgeable about NZ history and the Treaty of Waitangi and engage more with Te Reo me ngā tikanga Maori
 - learn Te Reo using free online apps such as Kōrerorero, Kupu and Ako Tahi or sign up to a course through Te Wānanga o Aotearoa, visit the history exhibitions at your local museum, or borrow books on NZ history from your local library.



What can local government do to help?

Belonging in local government

Local government represents local communities, it helps people feel like they belong, feel included, can be themselves and take part in society. Local councils work directly with residents on local issues including community-led solutions, with specific community support programmes. These programmes can include support for:

- housing, homelessness
- accessibility for disabled residents
- community centres
- volunteering
- community safety
- diverse, Māori, Pacific Peoples, senior citizens, youth, faith communities
- arts and culture

Whatever community you are in, your street, your neighbourhood, club, professional association, school, places of worship, cultural group, it feels good to belong, to feel included, to be yourself and be part of something.

We're all different but we want to get along and celebrate our diversity, respect others when we disagree. This is important because not everybody feels that they can be who they are or trusts that their voice will be heard.

We are an increasingly diverse country with many different communities and we need to find ways to listen to each other and hear each other. We want to

commit to understanding our differences and strengths and to work on what unifies us and what brings us closer.

Belonging

– what it looks like

In a society where people get along well, we know each other, know our neighbours, feel included in our workplace, and know where we go to get help when we need it. We feel that we are able to talk to people we might not normally talk to, speak up when we hear people saying discriminatory things, and feel free to share who we are, where we are from, and how we do things. In a crisis we leave no one behind; everyone is included.

Building more belonging

– what you can do

So what can we do in local government to help more people belong, embrace diversity, feel connected, take part, trust others, feel respected?

Belonging, trusting others

- collaborate with Iwi and pan-Māori organisations, and NGOs to create locally-led approaches to helping people belong, at a local level
- take time to meet with communities in their spaces at times that suit them to build trust and relationships:
 - for example, the Southern Initiative in Auckland Council, brings together local council staff, families, communities, NGOs and businesses to find solutions to social and economic challenges in South Auckland.

Embracing diversity, feeling respected

- encourage inclusive leadership, cultural competency training for staff and providing accessible community spaces for communities to connect. Examples include:
 - joining Immigration New Zealand's Welcoming Communities Programme
 - using Taituarā's, (formerly the Society of Local Government Managers) diversity and inclusion competency building programme 'Leap'
 - using Taituarā's Community Wellbeing Data Service to understand the current state of wellbeing in your community and where you could focus your efforts to improve it.

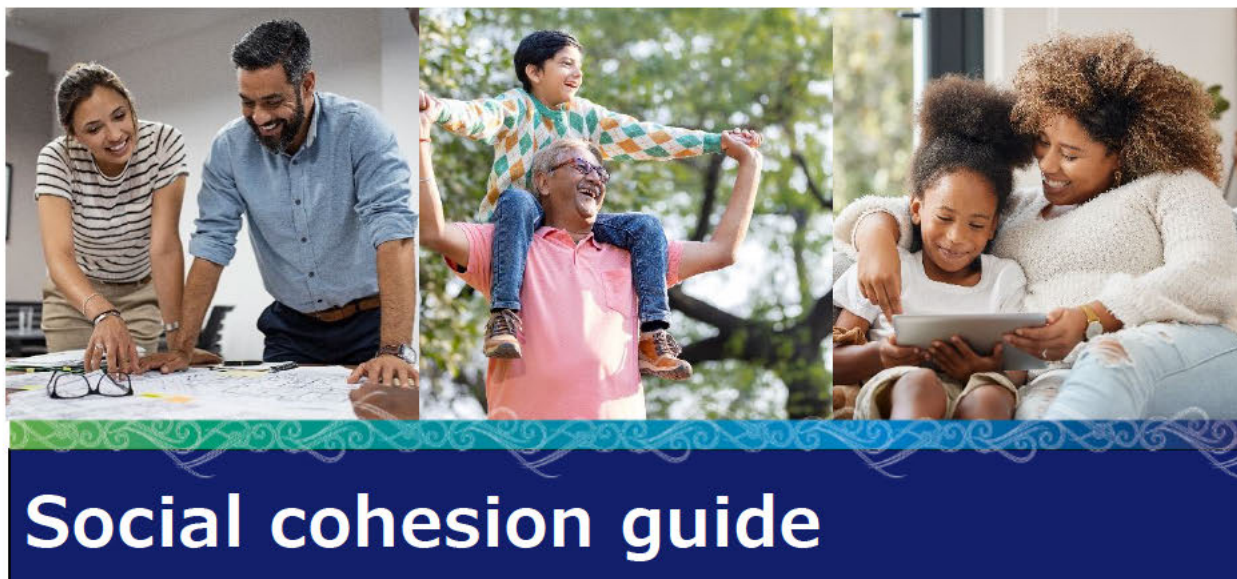
Feeling connected

Encourage diverse groups to work positively together to provide:

- accessible grant funding for community events with proportionate reporting requirements
- free or discounted community centre hire at discounted rates
- free community events
- funding or a free space to neighbourhoods and communities to run Neighbourhood Day events.

Taking part

- have simpler and more accessible consultation events at times that work for people (after 5pm on weekdays, and weekends), reach out to 'hard to reach' communities, strengthen Māori representation in decision-making, and provide free civic education workshops in the lead up to elections or funding civic education more broadly.
- hold weekend drop-in sessions on the development a long-term local government plan for social cohesion.
- learn more about Te Reo Māori, the history of Aotearoa New Zealand and Te Tiriti o Waitangi, using free online apps such as Kōrerorero, Kupu and Ako Tahī or sign up to a course through Te Wānanga o Aotearoa, visit the history exhibitions at your local museum, or borrow books on NZ history from your local library
- have a courageous conversation with someone who is discriminating against someone else, using resources on the Human Rights Commission website like [Responding to Racism](#)
- look at training initiatives for staff and other representatives
- apply for funding applications to government agencies to fund your community project, [COGS](#) or [Lotteries](#) through the [grants management system](#) or through the [Community-Led Development Programme](#).



Social cohesion guide

What can I do to help my community?

Belonging in communities

We create communities for many reasons, you might be part of a family, a school, a workplace, sports team, church, you might be learning a new language with others or share a hobby. Whatever community you are in, it feels good to belong, to feel included, to be yourself and be part of something.

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Building more belonging

– what you can do

So what can we do in our communities to help more people belong, embrace diversity, feel connected, take part, trust others, feel respected?

Belonging, trusting others

- talk to someone who is different than you. Make an effort to pronounce their name correctly. Find out what makes them tick, learn about how they see the world
- ask them to join your sports team, invite them to a shared activity, introduce them to your friends, help them with English Te Reo Māori or New Zealand Sign Language, if they need it and ask them to teach you more about the language or languages they know.

Embracing diversity, feeling respected

- support your work colleagues in employee networks calling for an end to discrimination based on race, gender, sexuality. Attend a meeting, ask your workplace to make a commitment to diverse representation at all levels
- be Whānau support for a colleague experiencing discrimination in the workforce or other communities
- seek out training through your workplace or council or community group on tackling discrimination
- write to your local councillor or MP, make a submission to a government consultation, to end discrimination.

Feeling connected

- organise a community fair or neighbour's day and invite representatives of all parts of the community to take part including children
- attend and show your support for community events organised by people who are different than you
- offer to host a vaccination clinic at a community hall, place of worship or other venue, during a pandemic
- host a local or national election debate between prospective councillors or MPs
- reach out to similar communities and see how you can help to achieve each other's mutual aims
- open your marae, place of worship, mosque, church, club rooms to the community and let them know who you are so they can get to know you.

Taking part

- learn more about Te Reo Māori, the history of Aotearoa New Zealand, Te Tiriti o Waitangi, using free online apps such as Kōrerorero, Kupu and Ako Tahi or sign up to a course through Te Wānanga o Aotearoa, visit the history exhibitions at your local museum, or borrow books on the history of Aotearoa New Zealand from your local library
- have a courageous conversation with someone who is discriminating against someone else, using resources on the Human Rights Commission website like Responding to Racism
- talk to community advisers about your ideas to bring more belonging into your community
- apply for funding from government agencies to fund your community project, start with funding sources such as COGS or Lotteries through the grants management system or through the Community-Led Development Programme. There will also be other funding available – ask for more information about options.