



Strategic Framework

Social Cohesion in
Aotearoa New Zealand 2022



Our vision

People, families, whānau and communities are thriving together.

Outcomes

People, whānau, and communities:

Are connected and feel like they belong

This means people:

- have strong social networks and support systems that provide a source of positive, meaningful interaction
- feel a sense of belonging to a community which includes those based on
 - identity (including whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith)
 - place (turangawaewae, marae, neighbourhoods, cities, regions, and including New Zealand as a whole)
 - interest (sport, arts, unions/employee networks).

Outcomes

People, whānau, and communities:

Are willing and able to participate

This means people:

- have a focus on the collective good and sense of solidarity with each other
- do things for each for each other, are actively involved and contribute to whānau and communities (including through tikanga, mahi aroha and volunteering)
- are actively involved or participating in employment, education, or training
- take part in in arts, culture, sporting and leisure activities
- are involved and participating in political and civic life (including at the local and national level).

Are included and experience equity

This means people:

- are economically and socially included through equitable access to the determinants of wellbeing (including housing, education, employment, health)
- have a sense of purpose and are hopeful about the future).

Outcomes

People, whānau, and communities:

Be recognised for who they are and respect others

This means people:

- are connected to and find it easy to express their full selves (including language, cultural practices, faith, sexual orientation, disability and gender identity) and are valued for who they are
- are free from discrimination
- feel safe
- value diversity
- are willing to engage with others who have different views to them and are able to disagree respectfully.

Trust each other and institutions

This means people:

- have high levels of trust in others
- feel like they are represented in decision making positions
- feel like their voice is heard
- believe services will meet their needs
- believe they will be treated fairly
- have confidence that issues will be addressed.

Key institutions and systems are: Parliament, Health, Justice, Social Welfare, Education, Transport, Local Government, Immigration, Housing, Environment, Media, Arts and Culture.

Outcomes

The places where people live, work, play and learn

Promote wellbeing, belonging and connection

This means our built and natural environments:

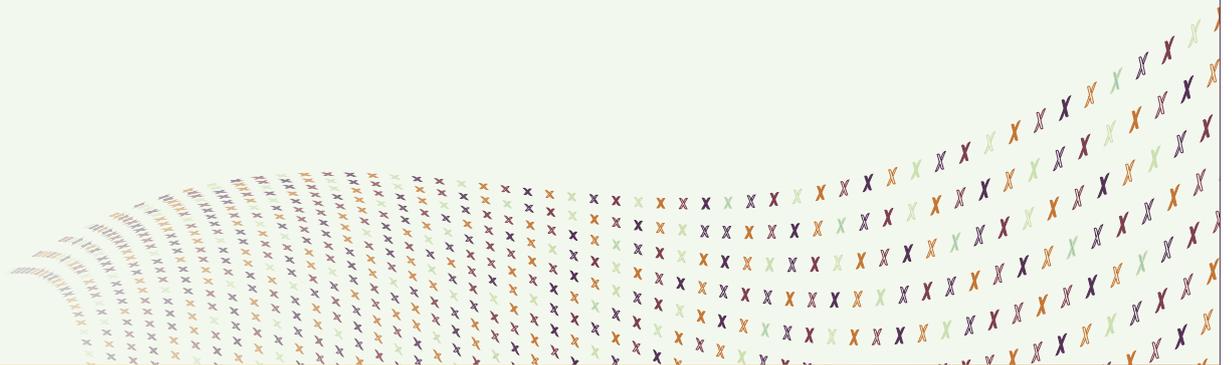
- are physically, culturally, and spiritually safe
- are inclusive and accessible to individuals, whānau and communities with different needs
- support community and whānau-building activities
- support positive interactions between different communities.

Institutions and sectors

Are fair, responsive and accountable

This means:

- the public service workforce reflects the diverse make-up of Aotearoa New Zealand (including at decision-making levels)
- policies, services and practices are accessible and effective in meeting diverse community aspirations and needs
- consultation processes are meaningful and effective
- diverse data is collected to inform decision-making
- policies and processes are clear, transparent, and reliable.



Focus areas for actions

These focus areas for action will help us get to the outcomes:

1. Tackling all forms of discrimination

This includes all forms (racism, sexism, ableism, ageism, homophobia, etc) and types (unconscious, interpersonal, institutional, blatant discrimination, etc).

2. Encouraging and facilitating positive interactions within and across diverse groups

This helps to reduce prejudice, challenge stereotypes, and build empathy and understanding.

3. Supporting and facilitating participation

Through inclusive institutions (including the education sector and places of employment) and participatory democracy and engagement practices.

4. Ensuring equitable access to the determinants of wellbeing for all

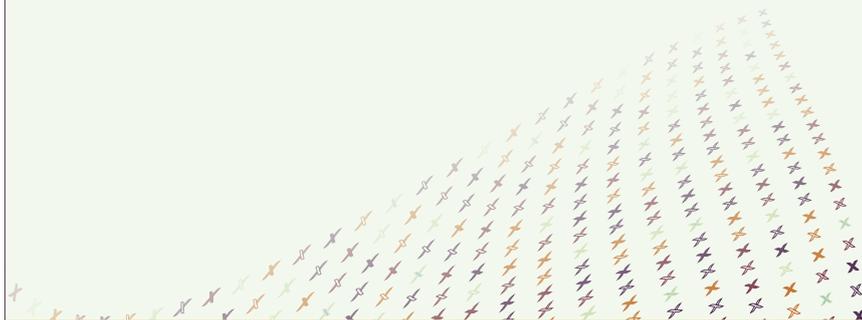
By investing in addressing barriers to access for different demographic groups. Includes health, transport, social welfare, housing, environment, and more.

5. Fostering inclusive social values that unite us and value diverse contributions

This helps to build inclusive identities at national and more local level that also ensures that people's individual and collective identities are respected and valued.

6. Protecting our society and environment for future generations

Includes community resilience, adaptation, conservation activities as well as arts, culture, and heritage.



Enablers for Social Cohesion

These enablers help us understand the ‘focus areas for action’ effectively:

1. Leadership and willingness to take risks

Bold and brave leadership to try new things, and do things differently where needed.

2. Community-driven development

Decision-making and investment are driven by whānau and community aspirations and needs. They are trusted to develop their own solutions and make decisions on where funding should be allocated.

3. Flexible approaches that recognise different needs

One size fits all approaches do not work. A person’s identity can expose them to overlapping forms of discrimination and marginalisation, and therefore require different forms of support to access or benefit from an initiative.

4. Inclusive quantitative and qualitative data and research

To help understand need, gaps and guide prioritisation and decision-making.

The Treaty – the foundation

Te Tiriti o Waitangi provides a blueprint for social cohesion in Aotearoa New Zealand. It sets the terms of a partnership between the Crown and tangata whenua, where tauwiwi are welcome and belong in Aotearoa New Zealand as Tangata Tiriti, and Māori are guaranteed equal rights as citizens as well as tino rangatiratanga (self-determination) as Tangata Whenua.

Historical and ongoing injustices in Aotearoa New Zealand however have resulted in inequitable outcomes and distrust. Giving effect to the Te Tiriti o Waitangi, by exploring avenues to strengthen partnership and participation, protect tino rangatiratanga, and revitalise taonga will therefore strengthen social cohesion in Aotearoa New Zealand.