

Welcoming Communities Focus Group Plan

2025 –2027





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**Manaaki whenua, manaaki
tangata, haere whakamua**

Care for the land, care for
the people, go forward

Foreword from the Mayor



The Manawatū District Council is proud to host the Welcoming Communities Programme within our district. Having defined outcomes for the programme that have been crafted and agreed by our Council alongside community leaders who are fully immersed in current programming, unites the work already taking place and identifies where opportunities lie.

It is inspiring to read the Welcoming Plan and identify that this plan is for all new residents; regardless of ethnic background; the length of time a person has lived in New Zealand; or if they are lifelong New Zealanders, but new to the Manawatū District.

With a largely rural based demographic in our district, the outreach to our communities takes a team effort and I am proud of the associations and community led initiatives that have contributed to making the Manawatū District more welcoming thus far. The Welcoming Communities Programme has been the conjugate tool to unite and strengthen our individual efforts. I am pleased to support the progress thus far and the Welcoming Plan presented.

Yours sincerely,

A handwritten signature in blue ink, which appears to read 'Helen Worboys'.

Helen Worboys, Mayor
Manawatū District Council

Foreword from Mana Whenua

Tēnā koutou, tēnei te mihi ake ki ngā manene ka tomo mai ki te rohe nei, tēnā koutou nau mai. Mā te kaupapa nei e tau ai tō noho, e whai hua ai koutou otirā tātou.

Nau mai haere mai, tēnā koutou, tēnā tātou.

Mā tini, mā mano ka rapa te whai – through shared commitment and collaboration, we achieve great things. Diversity is our strength, and everyone has a role to play in creating a more inclusive and welcoming society. The Welcoming Communities initiative eases the transition for our new community members, while encouraging us all to embrace its principles.

We support the Welcoming Communities programme and the framework it provides for our communities to embrace and support newcomers. We see manaakitanga expressed throughout, the caring for others, to make them feel welcome, whether that be in our homes, on our marae, or within our wider community. The hope is that over time the new arrivals develop a sense of ūkaipōtanga, a deep connection or belonging to a place – so that they too choose to call Manawatū their home.

We extend our heartfelt gratitude to the many individuals, community organisations whose dedication and contribution have shaped this plan. The collective effort embodies the very spirit of Welcoming Communities – bringing people together to make Manawatū a place of inclusion and belonging.

We encourage every member of our community to embrace this kaupapa, to extend their manaakitanga, and together to build a place where every person feels they truly belong. As we move forward, let us carry the spirit of collaboration and generosity in our hearts:

‘Nāu te rourou, nāku te rourou, ka ora ai te iwi.’

With your food basket and my food basket, the people will thrive.

Together, we can create a Manawatū where many paths converge, diversity is celebrated, and everyone has the opportunity to flourish.

Executive Summary

The Welcoming Communities Programme is a collaborative initiative led by Immigration New Zealand with sixteen councils in the South Island and nineteen in the North, working in partnership with the Office of Ethnic Communities and supported by the New Zealand Human Rights Commission.

The programme recognises that the practice of welcoming settlers to the Manawatū is not new, but one that can be traced back to our community's original inhabitants. Which is why the following plan was written based on the following two key Māori customs: Whanaungatanga - the importance of relationships and Manaakitanga - the value of extending hospitality and caring for other people.

These principles, supported by our tangata whenua, iwi and hapū, will guide the Welcoming Communities Programme and therefore our community, to an even more inviting place.

This plan has been developed in collaboration with key stakeholders who made up the Welcoming Communities Focus Group. These stakeholders identified the actions within the plan that they are able to implement.

The Manawatū Welcoming Communities Plan is structured to align with Immigration New Zealand, a subsidiary of the Ministry of Business, Innovation and Employment, National Welcoming Communities Standard. A framework which specifies eight outcome areas: Inclusive Leadership; Welcoming Communications; Equitable Access; Connected and Inclusive Communities; Economic Development, Business and Employment; Civic Engagement and Participation; Welcoming Public Spaces; Culture and Identity. This standard provides Councils who have joined the Welcoming Communities Programme, with a benchmark for what a successful welcoming community looks like and guides the actions included in this Welcoming Plan.

<p>Inclusive Leadership</p> <p>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.</p> 	<p>Welcoming Communications</p> <p>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.</p> 	<p>Equitable Access</p> <p>Opportunities to access services and activities and to participate in the community are available to all, including newcomers.</p> 	
<p>Connected and Inclusive Communities</p> <p>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.</p> 	<div data-bbox="603 1594 769 1675" data-label="Image"> </div> <p>Welcoming Communities TE WAHAROA KI NGĀ HAPORI</p> <p>For more information go to www.immigration.govt.nz/welcomingcommunities</p>		<p>Economic Development, Business and Employment</p> <p>Communities maximise and harness the economic development opportunities that newcomers can offer. Councils work with business associations to promote the contribution that newcomer business owners and skilled migrants make to the region's economy.</p> 
<p>Civic Engagement and Participation</p> <p>Newcomers feel welcome to fully participate in the community. Newcomers are active in all forms of civic participation.</p> 	<p>Welcoming Public Spaces</p> <p>Newcomers and receiving communities feel welcome in and comfortable using public spaces.</p> 	<p>Culture and Identity</p> <p>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 cultures.</p> 	



Acknowledging the Focus Group

The Manawatū District Welcoming Communities Focus Group includes representatives from:

- Bhartiya Samaj Lower North Island
- Central Economic Development Agency
- Manawatū Chamber of Commerce
- Department of Internal Affairs
- Feilding and District Promotions
- Feilding Health Care
- Immigration NZ
- Manawatū District Council
- Manawatū Multicultural Council
- Manawatū Rural Support Services
- Ministry for Ethnic Communities
- Ministry of Social Development
- Network of Skilled Migrants Manawatū
- New Zealand Police (Feilding)
- Ngā Kaitiaki o Ngāti Kauwhata
- Ovation Feilding
- THINK Hauora
- Volunteer Central

The Focus Group meets quarterly to guide and coordinate the implementation of the Welcoming Communities Programme in the Manawatū District.

We would also like to extend our gratitude to the community members who have participated in the Welcoming Communities Programme, as well as the broader stakeholders and the staff at Manawatū District Council for their valuable expertise.

Welcoming Communities Background

By engaging local residents and community leaders in shaping and delivering activities, the Welcoming Communities Programme takes a holistic approach to make our District even more inviting to newcomers. The programme recognises that communities are healthier, happier and more productive when new residents are actively invited into established social groups and to partake in the local economy.



Previous settlement initiatives focused solely on supporting incoming residents, however, the Welcoming Communities Programme extends further and eagerly seeks to involve members of the receiving communities (i.e. those already living where the newcomers are settling) in welcoming activities. This new approach promotes building strong connections between local

residents and newcomers. This programme is part of a global movement which aims to engage local communities to be purposefully and proactively welcoming to migrants. Other programmes around the world include the Canadian Cities of Migration, Welcoming America in the United States and Australia's Welcoming Cities.



The Local Framework

Since the 2018 Census, the Manawatū District's population has grown by 2,250 residents. While the majority of new residents are either European (1,599), the second largest increase is Māori (960), followed by Asians (300) and Pacific Peoples (288). These are generalised groupings but more detailed records will become available after statistic organisations have more time with the 2023 Census data.

According to the 2018 Census, Samoan is the third most spoken language in our District, following English and Te Reo Māori. However, New Zealand Sign Language (NZSL) is the third most used language in our District. In 2018, 273 people reported using Sign as their primary language.

For a rural district, the Manawatū is considered to have a large Deaf Community. Before technological advances such as cochlear implants, students who were Deaf went to different schools than their hearing counterparts. New Zealand opened its second school for the Deaf in 1944; St Dominic's School opened briefly in Wellington before it moved to Feilding where it remained until its closure in 1989. St Dominic's attracted many families with Deaf children to move to our district.

According to the 2022 Stats NZ, 1,884, or 6% of people in the Manawatū are registered with at least one disability. This is important to note because rural districts have a reputation for not being as accessible as cities. Through meetings with different members of the Disabled Community it has been found that our District has been missing out on a large local customer base to Palmerston North. The example given was that of getting their nails done. This particular individual travels over to Palmerston North for a more wheelchair accessible business, and since they're already out, they book in to get their hair done, grocery shopping etc. Would be beneficial to increase Manawatū's accessibility awareness.

The migrant workforce within the Manawatū has been steadily increasing since 2015, with the exception of 2021-22 due to Covid and lockdowns. Most are recruited into the Agriculture, Forestry and Garden Sector. According to the Plant Manager at Ovation, the New Zealand employment market has been exhausted multiple times over, as many Kiwis prefer other type of employment. This industry particularly struggled when New Zealand shut her borders. Since the borders have reopened, the larger corporations have revamped their recruitment efforts overseas, so it is likely that Manawatū's immigrant population will continue to grow.

There is a lot of crossover between the Manawatū Rural Support Services (MRSS) and Welcoming Communities Programme (WCP), particularly when it comes to immigrant/migrant farmworkers. For this reason we are working in close collaboration with MRSS and taking guidance from their past experiences. One key learning is the realities surrounding events for people who work on dairy farms as there isn't an off/slow season like what

would be experienced on a meat farm, so it's difficult to organise a time that would work for everyone. Secondly, those with families overseas prefer to spend their downtime videochatting or catching up with things at home. However, MRSS has noted that immigrant farmworkers tend to be very active on social media which could be an avenue for the Welcoming Communities to tap into.

STAT	2023 Census Data		Change from 2018 – 2023 Census		Change from 2013 – 2023 Census	
European	2023	28,521	2018 –23	1,599	2013 –23	4,806
Māori	2023	5,946	2018 –23	960	2013 –23	2,022
Pacific Peoples	2023	897	2018 –23	288	2013 –23	474
Asian	2023	1,089	2018 –23	300	2013 –23	606
ME,LA,A	2023	144	2018 –23	39	2013 –23	75
Other Ethnicity	2023	504	2018 –23	-6	2013 –23	-210
Ethnicity (Total stated)	2023	32,415	2018 –23	2,250	2013 –23	5,853

Find Your Fit

Our Manawatū demographic is developing because of new residents moving in and businesses growing. As a resident of the Manawatū District we all have an opportunity to play a part. It could be speaking to someone you don't already know in your workplace, joining a social group to learn something new, or attending an event that is offered in the district. The act can be simple, but the impact to one another and our community can be life changing.

It's about finding your fit in our district. Where will you start?

- Follow the national Welcoming Communities Programme here: Welcoming Communities | Immigration New Zealand www.immigration.govt.nz/about-us/what-we-do/welcoming-communities
- Contact MDC's Welcoming Communities Coordinator: welcome@mdc.govt.nz to get involved.



What will success look like?

The success of the programme will be determined by the following qualities:

1 Manawatū District Council becomes accredited as a Welcoming Community.

Data source: obtain Welcoming Community accreditation from MBIE

2 Our community's sense of connection and belonging increase.

Data source: Annual Community Views Survey

3 Our district's cultural diversity increases.

Data source: Statistics New Zealand Census data

4 Our collective perception of acceptance and welcoming increases.

Data source: Manawatū Welcoming Communities Survey

Welcoming Communities Focus Group Plan 2025 – 2027

Implementing, Monitoring and Review

A key role of the Focus Group will be to champion the Welcoming Communities Programme and advocate for newcomers. The Focus Group will work with the Council to ensure the actions of the plan are undertaken to ensure the needs of newcomers are effectively represented.

The Welcoming Communities Focus Group will meet quarterly to monitor implementation of the plan. They will also be required to report annually to Council.

The plan will be reviewed in part or whole before 1 July 2028.

Action Plan 2025 – 2027

Key

Manawatū District Council's level of involvement to implement actions.

Manawatū District Council only

Manawatū District Council plus other Stakeholders

Stakeholders only

↳ Denotes a sub-action



1. Inclusive Leadership

Framework from the Welcoming Communities Standard:

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.

Outcome 1.1	As the indigenous peoples of New Zealand, Māori - represented by tangata whenua, mana whenua, iwi and hapū and/or other hāpori Māori - have a prominent role in Welcoming Plan activities.	
Action	Organisation	
1.1.1	Work with tangata whenua, iwi and hapū throughout the programme to align aspirations, and represent these in the development and implementation of welcoming activities.	Kauwhata Marae Trustees Ngā Kaitiaki o Ngāti Kauwhata Taumata o te Rā Marae
1.1.2	Host new citizens to teach them about Māori protocols and culture at Marae.	Kauwhata Marae Trustees Ngā Kaitiaki o Ngāti Kauwhata Taumata o te Rā Marae
	↳ Provide volunteers to support the running of events.	Volunteer Central
Outcome 1.2	Investigate an approach to achieve greater diversity on local boards, interview panels and governance groups. E.g. Governance Observer – opportunity to go in and watch a board meeting – learn how it is run.	
Action	Organisation	
1.2.1	Investigate an approach to achieve greater diversity on local boards, interview panels and governance groups. e.g. Governance Observer - opportunity to go in and watch a board meeting – learn how it is run.	Volunteer Central
	↳ Nomination Service: Ministry for Ethnic Communities can aide members of Ethnic Communities apply /obtain Government jobs. High skill level required. https://www.ethniccommunities.govt.nz/programmes/nominations/	Ministry for Ethnic Communities
1.2.2	Demonstrate a strong commitment to the Welcoming Communities Programme and its principles from Council's leaders.	Manawātū District Council
1.2.3	Evolve Council's Diversity, Inclusion and Equal Employment Strategy, including neurodiversity training for staff and interview panels.	Manawātū District Council

Outcome 1.3	Leaders model the principle of inclusiveness, openness, tolerance, respect and acceptance of all cultures in the community.	
Action		Organisation
1.3.1	Build trust between newcomers and emergency services.	New Zealand Police (Feilding)
	↳ Ensure a Police presence at large community events	New Zealand Police (Feilding)
1.3.2	Elected Members continued leadership role in citizenship ceremonies and support participation in cultural celebration events.	Manawatū District Council
Outcome 1.4	Council internal and external policies, services, programmes and activities recognise and address cultural diversity.	
Action		Organisation
1.4.1	Stakeholders to partner with Council through a Mana Enhancing Agreement to ensure continued representation on the Welcoming Communities Focus Group and to support the monitoring and implementation of the actions contained in the Welcoming Plan.	All Stakeholders
1.4.2	Build and maintain mutually beneficial Welcoming Communities relationships locally, regionally and nationally.	Manawatū District Council
	↳ Cohost events with neighbouring Councils in recognition that some people live in one district and work in another.	Manawatū District Council
Outcome 1.5	Council internal and external policies, services, programmes and activities recognise and address cultural diversity.	
Action		Organisation
1.5.1	Provide an information pack specific for newcomers that connects them to service providers.	All Stakeholders
	↳ Expand Council's Welcome Pack for newcomers not just new ratepayers. Collaboration with Council, Government Agencies, Not for Profits, Feilding and District Promotion, and Central Economic Development Agency to produce and work with stakeholders to distribute to newcomers.	All Stakeholders

Outcome 1.5 Continued...	Council internal and external policies, services, programmes and activities recognise and address cultural diversity.	
Action		Organisation
1.5.2	Explore the development of an overarching policy to embed and ensure the application of the Welcoming Communities concepts Council-wide. This includes supporting Manawatū District Council’s Safety and Wellbeing Advisor’s development of a diversity/cultural intelligence framework to underpin the policy.	Manawatū District Council
	↳ Review Council policies, services, programmes and activities through a cultural diversity lens and update where appropriate.	Manawatū District Council
	↳ Council’s Safety and Wellbeing Advisor to explore introducing a cultural intelligence training component as standard for Council employees, elected members and interested community leaders and groups.	Manawatū District Council
Outcome 1.6	A range of leadership opportunities in the council and the wider community are available to and taken up by newcomers.	
Action		Organisation
1.6.1	Engage with, and continue to support and build groups who are providing leadership opportunities for newcomers.	Bhartiya Samaj Lower North Island Central Economic Development Agency Manawatū Business Chamber Manawatū District Council Manawatū Multicultural Council Network of Skilled Migrants
	↳ Promote leadership opportunities such as mentoring and internships within the Council, businesses, and the wider community to newcomers.	Bhartiya Samaj Lower North Island Manawatū Business Chamber Network of Skilled Migrants
	↳ Promote the Manawatū District Youth Council leadership opportunity to newcomers.	Manawatū District Council
	↳ Manawatū Business Chamber and Central Economic Development Agency to provide workshop /seminar opportunities.	Central Economic Development Agency Manawatū Business Chamber

2. Welcoming Communications

Framework from the Welcoming Communities Standard:

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.

Outcome 2.1		The community is well informed about the local benefits of immigration and the Welcoming Communities programme, including success stories.	
Action		Organisation	
2.1.1	Educate our community and businesses on the benefits of newcomers.	Central Economic Development Agency Feilding and District Promotion Manawatū Business Chamber Manawatū District Council	
	↳ Write articles featuring newcomers that have made their community their own (eg volunteering, owning a business, Fire Brigade, Community Committees etc).	Central Economic Development Agency Feilding and District Promotion Manawatū District Council Manawatū Business Chamber Volunteer Central	
Outcome 2.2		The council is well informed about newcomers to their region and pro-actively seeks data about newcomers from relevant sources.	
Action		Organisation	
2.2.1	Awareness of the different cultural groups that make up the Manawatū District.	All Stakeholders	
	↳ Collecting data from reputable sources on the demographics of the Manawatū District ie the different cultural groups that make up the district.	Diversity Works Infometrics Manawatū District Council Ministry for Ethnic Communities Statistics New Zealand THINK Hauora	

Outcome 2.3	The council's engagement with all residents is two-way, culturally appropriate and fit for purpose.	
Action		Organisation
2.3.1	Communication between residents and Council will reflect an understanding of the different cultures needs and protocols.	Manawatū District Council
	↳ Council's Safety and Wellbeing Advisor to develop a language and translation register of Council employees and utilise these skills where appropriate	Manawatū District Council
	↳ Ensure a Police presence at large community events	Manawatū District Council
Outcome 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.	
Action		Organisation
2.4.1	Communication between residents and Council will reflect an understanding of the different cultures needs and protocols.	Manawatū District Council
	↳ Promote language classes (New Zealand Sign Language, Te Reo etc).	Manawatū District Council
	↳ Investigate the viability of publishing essential comms in all three national languages.	Manawatū District Council
	↳ Provide translated copies of essential resources and pamphlets.	Manawatū District Council
	↳ Further increase the cultural diversity of imagery used in official communications.	Manawatū District Council

3. Equitable Access

Framework from the Welcoming Communities Standard:

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

Outcome 3.1	The council's engagement with all residents is two-way, culturally appropriate and fit for purpose.	
Action	Organisation	
3.1.1	Continuation of the Welcoming Communities Focus Group meetings to address any barriers that may occur for newcomers accessing services.	All Stakeholders
	↳ To keep records of minutes and actions arising out of meetings.	Manawatū District Council
	↳ Council's Wellbeing Team to continue developing/ enacting the Community Development Policy- partnering with grassroots organisations to source funding. Continue to support and promote local programmes which have a focus on equitable access.	Manawatū District Council
	↳ Council through Manawatū Community Hub Libraries will help people who are not confident in English to help them set up accounts, navigate the digital world and settle into their new community and work with groups like Volunteer Central to provide these services.	Manawatū District Council
	↳ NZSL interpreters are engaged for community events throughout the year at Council and Manawatū Community Hub Libraries, e.g. Tech @10, Citizenship awards, Long Term Plan video, etc as and where practical.	Manawatū District Council
	↳ Have signed Mana Enhancing Agreements with Stakeholders to ensure their continued involvement on the Focus Group and implementation of the Welcoming Communities Plan.	All Stakeholders

Outcome 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.	
Action		Organisation	
3.2.1	When designing and delivering services, the Welcoming Communities Stakeholders through the Focus Group will be aware of different circumstances and cultural backgrounds.	All Stakeholders	
	↳ Identify funding opportunities to provide new programmes and services specific for newcomers.	Department of Internal Affairs Ministry of Social Development (Work and Income)	
	↳ Council through Manawatū Community Hub Libraries and Makino Aquatics Centre to continue developing programmes and initiatives through a cultural lens (i.e. Tech@10, Reading Programmes, Book-a-librarian, HomeLink, Manawatū Tenancy Support, Skinny Jump, and more.	Manawatū District Council	
	↳ Partner with different community groups and organisations to provide services- including wraparound services for newcomers (e.g. mental wellbeing, family violence prevention, connections).	Manawatū Multicultural Council Ministry of Social Development	
Outcome 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.	
Action		Organisation	
3.3.1	Provide an information pack specific for newcomers that connects them to service providers.	All Stakeholders	
	↳ Expand Council's Welcome Pack for newcomers not just new ratepayers. Collaboration with Council, Government Agencies, Not for Profits, Feilding and District Promotion, and Central Economic Development Agency to produce and work with stakeholders to distribute to newcomers.	All Stakeholders	
	↳ Share information with newcomer parents through their children. Partner with schools and organisations like Cancer Society, Sun Smart and Water Safety to teach children about potential New Zealand hazards including Civil Defence Emergency Management.	Manawatū District Council (supported by other organisations e.g. Manawatū Rural Support Services)	
	↳ Feilding Health Care to use/advertise the use of telephone and video interpreting services, which are free and used by most government agencies, some doctors, and city councils. Telephone interpreting is available in over 104 languages at any time of the day or night.	Feilding Health Care	

4. Connected and Inclusive

Framework from the Welcoming Communities Standard:

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.

Outcome 4.1	Coordinated, comprehensive and appropriate initial welcoming support services are available from council, other agencies and community organisations.	
Action	Organisation	
4.1.1	Providing an information pack specific for newcomers that connects them to service providers.	All Stakeholders
	↳ Expand Council's Welcome Pack for newcomers not just new ratepayers. Collaboration with Council, Government Agencies, Not for Profits, Feilding and District Promotion, and Central Economic Development Agency to produce and work with stakeholders to distribute to newcomers.	All Stakeholders
	↳ Council through Manawatū Community Hub Libraries to celebrate newcomers with Welcome Week each September with opportunities. This is in line with one of Council's goals in the Community Development Strategy "We are a welcoming community".	Manawatū District Council
	↳ Share information with newcomer parents through their children. Partner with schools and organisations like Cancer Society, Sun Smart and Water Safety to teach children about potential New Zealand hazards including Civil Defence Emergency Management.	Manawatū District Council (supported by other organisations e.g. Manawatū Rural Support Services)

Outcome 4.2	The receiving community is well equipped and supported to welcome and interact with newcomers.	
Action		Organisation
4.2.1	Identify community organisations that will welcome and support newcomers.	All Stakeholders
	↳ Social Issues Network Council of Social Services (SINCOS) to identify and implement ways to improve coordination and connections between the Council and community groups.	Ministry for Social Development Social Issues Network Council of Social Services
	↳ Investigate the suitability of a community-led buddy system for newcomers and implement if viable.	Feilding Oroua Rotary Club Volunteer Central
	↳ Neighbourhood Support Manawatū and New Zealand Police to host street barbeques for neighbours to get to know each other.	Neighbourhood Support Manawatū New Zealand Police (Feilding)
	↳ Investigate hosting online events as a way of including farmworkers who are not as likely to go to large in person events. ↳ Organise rural workshops in response to requests by the community.	Manawatū Rural Support Services Manawatū Rural Support Services

Outcome 4.3	Members of the receiving community and newcomers build relationships and are at ease with connecting and learning about and from each other.	
Action		Organisation
4.3.1	Providing opportunities and space for newcomers and receiving community to come together.	Feilding and District Promotion Manawatū District Council Manawatū Multicultural Council Manawatū Rural Support Services Ngā Kaitiaki o Ngāti Kauwhata
	↳ Promote and support the many existing events and initiatives that celebrate diversity.	Feilding and District Promotion Manawatū District Council Volunteer Central
	↳ Provide a Māori approach to educate newcomers on the value of New Zealand's nature and wildlife, including the taonga of native trees and birds, combined with stories about the history of iwi within the Manawatū	Kauwhata Marae Trustees Ngā Kaitiaki o Ngāti Kauwhata Taumata o te Rā Marae
	↳ Council through its Emergency Management coordinate with organisations such as Emergency Response Agencies ie Police, Fire, Ambulance, Community Patrols and Neighbourhood Support to encourage newcomers to be involved in safety initiatives and emergency preparedness.	Manawatū District Council Manawatū Rural Support Services
	↳ Monthly Coffee Group to introduce newcomers to their new community. Facilitate speakers from different community groups/organisations.	Manawatū District Council
	↳ Work with Manawatū Rural Support Services to include the setup of a 'culture table' at established rural events (eg: Kimbolton's Sculpture Festival, Rural Day, Central District Field Days)	Manawatū District Council Manawatū Rural Support Services
	↳ Manawatū Multicultural Council's Community Connector to have a regular presence at the Manawatū Community Hub Libraries for a couple of hours once a month to function as a navigator for migrants/newcomers.	Manawatū District Council Manawatū Multicultural Council

Outcome 4.4	Different cultures are celebrated and people are supported to express their cultural beliefs and customs, including language and religious practices.	
Action		Organisation
4.4.1	<p>Providing opportunities and programmes for newcomers to express themselves within their own religious beliefs and customs.</p>	<p>Bhartiya Samaj Lower North Island</p> <p>Department of Internal Affairs</p> <p>Feilding and District Promotion</p> <p>Manawatū District Council</p> <p>Manawatū Multicultural Council</p> <p>Volunteer Central</p>
	<p>↳ Develop programmes that allow newcomers to have the opportunity to express themselves within their own religious beliefs and customs at the Makino Aquatic Centre (e.g. Ladies Only Swim) and Manawatū Community Hub Libraries.</p>	<p>Manawatū District Council</p>
	<p>↳ Organise events that allow for cultural experiences e.g. Pan Asian New Year, Diwali, and Festival of Cultures.</p>	<p>Bhartiya Samaj Lower North Island</p> <p>Department of Internal Affairs</p> <p>Feilding and District Promotion</p> <p>Manawatū Multicultural Council</p> <p>Volunteer Central</p>

5. Economic Development, Business and Employment

Framework from the Welcoming Communities Standard:

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

Outcome 5.1 Newcomers, including international students, are supported to access local employment information, services and networks.		
Action		Organisation
5.1.1	Feilding and District Promotion, Central Economic Development Agency, Manawatū Business Chamber, Manawatū Multicultural Council, and Network of Skilled Migrants, to work together to find ways to better connect with newcomers and employers.	Central Economic Development Agency Feilding and District Promotion Manawatū Business Chamber Network of Skilled Migrants
Outcome 5.2 Newcomers, including international students, are supported with the local knowledge and skills to ensure they can operate successfully in the New Zealand work environment, either as a business owner or an employee.		
Action		Organisation
5.2.1	Investigate/coordinate available resources for workshops preparing both business owner and employee for New Zealand work environment.	Central Economic Development Agency Feilding and District Promotion Manawatū Business Chamber Ministry of Social Development (Work and Income) Network of Skilled Migrants
	↳ Work with business organisations to increase the number of internship and/or work experience opportunities for newcomers, particularly international students.	Central Economic Development Agency Manawatū Business Chamber Ministry for Social Development (Work and Income) Network of Skilled Migrants Feilding and District Promotion
	↳ Provide advice on career development, CV writing, job hunting, Future of Work (job hunting in the time of AI, to include a recruiter, employer and an employee who has been through the job-hunting process.	Bhartiya Samaj Lower North Island Central Economic Development Agency Manawatū Business Chamber
	↳ Promote events, activities, and business support initiatives such as business mentoring to newcomers and the wider community.	Bhartiya Samaj Lower North Island Central Economic Development Agency Feilding and District Promotion Manawatū Business Chamber

Outcome 5.3		The receiving community recognises the value of diversity in the workplace, of newcomers' contribution to the region's growth and of the resulting wider economic benefits.	
Action		Organisation	
5.3.1	Showcase the value of businesses and employers with diverse workplaces and inclusive work practices through positive media articles in local newspapers, other media outlets, and online. Further promote these stories through partners' networks (Central Economic Development Agency, Feilding & District Promotions, Manawatū Business Chamber)	Central Economic Development Agency Feilding and District Promotion Manawatū Business Chamber Volunteer Central	
	↳ Write articles featuring newcomers that have made their community their own (e.g. volunteering, owning a business, Fire Brigade, Community Committees etc).	Central Economic Development Agency Feilding and District Promotion Manawatū District Council Manawatū Business Chamber Volunteer Central	
Outcome 5.4		Local employers and workforces develop their intercultural competency.	
Action		Organisation	
5.4.1	Support the development of cultural understanding education programmes for interested businesses and organisations.	Central Economic Development Agency Feilding and District Promotion Manawatū Business Chamber Network of Skilled Migrants	
	↳ Feilding and District Promotion to explore the feasibility of an expo to increase connections between newcomers and local businesses. e.g. Bring businesses together to discuss benefits of having multicultural staff. Managers speak to their experience managing overseas staff.	Feilding and District Promotion Central Economic Development Agency Manawatū Chamber of Commerce Network of Skilled Migrants Ovation	
Outcome 5.5		Mutually beneficial connections and initiatives are set up with migrant business people by local business community and professional networks.	
Action		Organisation	
5.5.1	Ensure migrant business operators are included in business networks.	Central Economic Development Agency Feilding and District Promotion Manawatū Business Chamber Network of Skilled Migrants	
	↳ Central Economic Development Agency to host information sessions re resources available for newcomers wanting to start or expand their business.	Central Economic Development Agency	

6. Civic Engagement and Participation

Framework from the Welcoming Communities Standard:

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

Outcome 6.1 The council's elected members and staff effectively communicate with newcomers to promote their engagement in local government processes.		
Action		Organisation
6.1.1	Manawatū District Council to promote participation in civic events, such as the census, elections/referendums, consultations, to improve newcomer engagement.	Manawatū District Council
	↳ Increase opportunities for newcomers to interact with Manawatū District Council, with a view to making Council processes and spaces feel more welcoming and open. This may include the introduction of 'meet our local government leaders' events. This is in line with one of Council's goals in the Community Development Strategy "We are a welcoming community".	Manawatū District Council
	↳ Encourage newcomers to attend existing civic activities to help build their knowledge of the Manawatū community and develop their networks.	Manawatū District Council
	↳ Encourage eligible newcomers to vote in local government elections.	Manawatū District Council
Outcome 6.2 Newcomers are encouraged and enabled to get involved in local government and civil society.		
Action		Organisation
6.2.1	Manawatū District Council to promote participation in civic events, such as the census, elections/referendums/consultations, to improve newcomer engagement.	Manawatū District Council
	↳ Electoral Officials to engage with newcomers to familiarise them with the local election process.	Manawatū District Council
	↳ Council's Governance Team to research, develop and implement approaches to engage with newcomers that foster participation in local decision making and other democratic processes. Invite Election Commissioners to engage with newcomers to familiarise them with the local election process.	Manawatū District Council
Outcome 6.3 Newcomers' efforts and achievements in civic participation and community life are acknowledged and celebrated.		
Action		Organisation
6.3.1	Provide opportunities for newcomers to be nominated for community honours, sports awards, volunteer awards, young achievers awards, business awards etc	Manawatū District Council Manawatū District Youth Council Sport Manawatū Volunteer Central Feilding and District Promotion



7. Welcoming Public Spaces

Framework from the Welcoming Communities Standard:

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

Outcome 7.1		The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community.	
Action		Organisation	
7.1.1	Ensuring that when public spaces and facilities are being designed or upgraded that consideration is given to the different demographics that make up our district. This is in line with one of Council's goals in the Community Development Strategy "We are a welcoming community".	Manawatū District Council	
	↳ Recognise cultural and ethnic needs when designing or upgrading the District's cemeteries.	Manawatū District Council	
	↳ Display more public artwork and imagery that reflects the diversity of the district.	Manawatū District Council	
	↳ Manawatū Community Hub Libraries to advise newcomers on active transport opportunities in the district eg- Feilding Orbiter, UZABUS, + Rural Van.	Manawatū District Council	
Outcome 7.2		Welcoming public spaces provide opportunities to build trust and relationships between newcomers.	
Action		Organisation	
7.2.1	Providing opportunities and space for newcomers and receiving community to come together.	Kauwhata Marae Trustees Manawatū District Council Manawatū Multicultural Council Manawatū Rural Support Services Ngā Kaitiaki o Ngāti Kauwhata Taumata o te Rā Marae	
	↳ Promote and support the many existing events and initiatives that celebrate diversity.	Feilding and District Promotion Manawatū District Council Volunteer Central	
	↳ Provide a Māori approach to educate newcomers on the value of New Zealand's nature and wildlife, including the taonga of native trees and birds, combined with stories about the history of iwi within the Manawatū.	Kauwhata Marae Trustees Ngā Kaitiaki o Ngāti Kauwhata Taumata o te Rā Marae	

Outcome 7.2 Continued...		Welcoming public spaces provide opportunities to build trust and relationships between newcomers.	
Action		Organisation	
7.2.1 Cont...	↳ Council through its Emergency Management coordinate with organisations such as Emergency Response Agencies ie Police, Fire, Ambulance, Community Patrols and Neighbourhood Support to encourage newcomers to be involved in safety initiatives and emergency preparedness.	Manawatū District Council Manawatū Rural Support Services Volunteer Central	
	↳ Monthly Coffee Group to introduce newcomers to their new community. Facilitate speakers from different community groups /organisations.	Manawatū District Council	
	↳ Work with Manawatū Rural Support Service to include the setup of a 'culture table' at established rural events (ex: Kimbolton's Sculpture Festival)	Manawatū District Council Manawatū Rural Support Services	
	↳ Manawatū Multicultural Council's Community Connector to have a regular presence at the Manawatū Community Hub Libraries for a couple of hours once a month to act as a navigator for migrants/newcomers.	Manawatū District Council Manawatū Multicultural Council	
Outcome 7.3		Public spaces and buildings create a sense of community ownership and inclusion for all, including newcomers.	
Action		Organisation	
7.3.1	Ensuring that when public spaces and facilities are being designed or upgraded that consideration is given to the different demographics that make up our district.	Manawatū District Council	
	↳ Recognise cultural and ethnic needs when designing or upgrading the District's cemeteries.	Manawatū District Council	
	↳ Display more public artwork and imagery that reflects the diversity of the district.	Manawatū District Council	
	↳ Manawatū Community Hub Libraries to advise newcomers on active transport opportunities in the district eg- Feilding Orbiter, UZABUS, Rural Van.	Manawatū District Council	

8. Culture and Identity

Framework from the Welcoming Communities Standard:

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 cultures.

Outcome 8.1		
Receiving communities and newcomers share and celebrate their cultures with each other, facilitated by the council and others in the community.		
Action		Organisation
8.1.1	Providing opportunities and programmes for newcomers to share and celebrate their own cultures.	Manawatū District Council Manawatū Multicultural Council
	↳ Developing programmes that allow newcomers to have the opportunity to express themselves within their own beliefs and customs at the Makino Aquatics Centre (e.g. Ladies Only Swim) and Manawatū Community Hub Libraries.	Manawatū District Council
8.1.2	Organise events that allow for cultural experiences e.g. Pan Asian New Year, Diwali, and Festival of Cultures.	Bhartiya Samaj Lower North Island Department of Internal Affairs Feilding and District Promotion Manawatū Multicultural Council Volunteer Central
Outcome 8.2		
Newcomers and the receiving community understand what values they each hold dear.		
Action		Organisation
8.2.1	Work with the diverse ethnic and cultural groups of Manawatū, in alignment with their goals and ideas, to increase awareness and understanding of the various cultures that exist in the district.	Manawatū District Council Manawatū Multicultural Council
	↳ Mana Whenua to collaborate with Council and the Focus Group to collate history /biographies of the local Marae.	Kauwhata Marae Trustees Ngā Kaitiaki o Ngāti Kauwhata Taumata o te Rā Marae