

Social cohesion: how you can contribute information sheets

Introduction

We are communicating what MSD is doing on social cohesion to a wide range of audiences, including government stakeholders, community groups, sectors, media and the public. We will need to explain to the public in simple, Plain English terms:

- what social cohesion is
- what we are doing about it
- what support we can give them
- what we are asking of them/how they can be involved.

We will do this through an overview of social cohesion and targeted communications to five sectors, to set out the involvement the sector and the people they deal with can have to create more belonging, trust:

- communities
- local government
- business
- cultural
- everyone.

We have drawn from the three policy products that MSD is working on:

- the Social Cohesion Strategic Framework and Social Cohesion Measurement Framework
- the Social Cohesion Government Work Programme
- enablers for social cohesion (support for communities).

This work forms part of the suite of papers that Cabinet considers in June 2022.

How resources would be used

All communications resources would be available online on the MSD website, along with the supporting policy products.

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What is social cohesion?

Feeling like you belong – social cohesion in Aotearoa New Zealand

In Aotearoa New Zealand we want to live in a safe, tolerant, inclusive society. We want to come together about what matters to us, our shared values, how we treat each other, we want to belong. We are all different but we want to get along and celebrate our diversity and respect others when we disagree. We need a socially cohesive society like this so that everyone feels like they can take part.

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.

What a socially cohesive society 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.

So how do we do this?

Creating a society where there is more trust, more equity, more respect, more safety, is a big task. It will take all of us:

- individuals
- business
- communities
- local government (design example)
- central government (design example).

Government's role

The Government has a big role to play in:

- reforming the health system to address access and inequity
- overhauling the welfare system so that everyone can participate in society with dignity
- supporting emotional learning in early learning institutions and digital inclusion
- teaching New Zealand histories
- showing people what social cohesion looks like and what they can do about it and supporting them to bring our diverse communities closer together.

Specific Government support

Any big change like this needs three things:

- a plan you can see yourself in
- actions you can take part in
- support that makes sense to you.

The Royal Commission of Inquiry

As part of the recommendations from the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosque, the Government committed to:

- work with communities to build a shared understanding of what unites us and set out steps for helping more people in Aotearoa New Zealand to feel like they belong while respecting our differences
- build on things that the Government is already doing to make Aotearoa New Zealand a safer, more tolerant, inclusive place
- help people, individuals, communities, and sectors to play their part.

Listening to you

The Ministry of Social Development (MSD) talked to a wide range of tangata whenua, key community groups, and the wider public over nine months and represented the feedback received in the resources that it delivered to Cabinet. MSD used Te Tiriti o Waitangi as a basis for engagement, Aotearoa New Zealand's first social cohesion document. A wide range of feedback was received from people passionate about making this country a better place to live.

The plan

Our social cohesion plan has a vision:

- vision: all people, whanau and communities thrive, belong and are respected in Aotearoa New Zealand.

Its outcomes are for:

- people, whanau and communities
- places we live, work, play and learn
- institutions, systems and all sectors.

You can read the full detail of the plan [here](#).

Actions

The Government is already doing a range of things to build a safer, more tolerant, inclusive society. The six key action areas are:

- tackling all forms of discrimination at all levels
- encouraging people to be positive with people who are different to them
- supporting people to act in ways that bring us together and welcome different voices
- helping people to take part in change that they think is needed
- making sure everyone has equal access to health, housing, and welfare
- protecting our society and environment for future generations.

You can read the full detail of the actions [here](#).

Community support

We all need support to build the kind of society that we want. There are barriers we need to overcome and we can all work together to enable:

- proactive leadership
- sustainable resourcing

- relationships and collaboration
- building knowledge and capacity
- building better systems, policies and procedures
- showing a willingness to change behaviour.

You can read the full detail of the community support [here](#).

How we know we're getting there

Measurement of efforts to bring us closer together and build understanding are important for the success of this work. You can read a summary [here on](#) how we plan to measure progress for people, whanau and communities, places we live, work, play and learn, institutions, systems and all sectors. If you want the full detail of our measurement work, you can read it [here](#).

What you can do

Everyone can play their part. Everything we do counts. We've produced some guides and case studies to inspire you. You can read them [here](#). You will find practical advice on what you can do individually and how you can connect with communities, business, local government central government.

Let's work together to make Aotearoa New Zealand, a safer, more tolerant, and more inclusive society.

Measuring our progress

Getting to where we want to be – social cohesion in Aotearoa New Zealand

We know where we want to get to as we work to make Aotearoa New Zealand a safer, more tolerant, and more inclusive society. In our plan, our vision is for:

- all people, whānau and communities thrive, belong and are respected in Aotearoa New Zealand.

There's a lot to do to achieve that vision and it involves outcomes for:

- people, whānau and communities
- places we live, work, play and learn
- institutions, systems and all sectors.

Measuring progress

We need to know how we are going and how close we are to getting where we want to be. This means choosing the right measures, and just like with our social cohesion plan, we've consulted with New Zealanders about what meaningful measures are for individuals, communities, business, and central and local government.

People, whānau and communities

As individuals, as people part of larger groups, we want to feel like we:

- belong
- are connected to communities and others
- are supported to take part in society
- have the same chance of success as others
- understand, respect and embrace people who are different to us
- can disagree respectfully and safely.

We would like to measure each of these outcomes. Some examples are:

- the percentage of New Zealanders who feel like they belong to New Zealand as a whole (General Social Survey)
- the percentage of Māori adults who feel it is easy to express their identity (Te Kupenga)
- the percentage of New Zealand adults who are accepting of others based on ethnicity, religion, sexual orientation, disability status or language spoken (NZ General Social Survey)
- the percentage of New Zealanders who feel isolated or lonely (General Social Survey).

The places we live, learn, work and play

As individuals we spend a lot of our time in workplaces, schools, tertiary education institutes, sports teams, online communities, out in the natural world. It's important that in these places we feel safe and feel included and we can succeed as ourselves. We want the places we live, learn, work and play to:

- be supportive and inclusive for all
- promote positive health and wellbeing.

We can measure each of these outcomes. Some examples are:

- the percentage of New Zealanders satisfied they can get outdoors when they want to (Indicators Aotearoa New Zealand)
- the percentage of New Zealanders who have access to telecommunications (Census)
- the percentage of New Zealanders who feel that their housing is very suitable or suitable (General Social Survey)
- the percentage of New Zealanders who feel safe at home or walking alone in the neighbourhood or using/waiting for public transport at night. (General Social Survey)

Our institutions, systems and sectors

We know that institutions, systems and sectors have an important role in ensuring that people, whānau and communities feel a sense of belonging and are able to thrive.

Institutions, systems and sectors need to be:

- actively inclusive, accessible and supportive
- accountable, transparent and trusted.

We can measure each of these outcomes. For example are: the trust rating for police, education system, courts and the health system (General Social Survey)

Reporting

We want to use outcome measures to look at key areas and see what can be done by individuals, communities, business, central and local government. This will let us see how we can work together to address shared priorities.

The ask: what people can do about it

Social cohesion in action

So you want a safer, more tolerant, more inclusive society, what can you do as a New Zealander to bring that about a safer, more tolerant, more inclusive society? We've set out a series of guides for you below covering guidance and support for:

- businesses
- cultural sector
- all of us
- local government
- communities.

Social cohesion guide

What can businesses do to help?

Businesses

Belonging in business

Businesses help to build social cohesion, help people feel like they belong, feel included, be themselves and take part in society. Businesses create an inclusive work culture through employment practices. They enable people to participate more fully in their communities and societies by paying an income to their staff and relieving the financial pressure "make ends meet". Evidence shows that diversity and inclusivity have economic benefits such as increased innovation in the workplace.

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 our businesses serving many different communities. 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 in our businesses to help more people, their workers, customers, clients, belong, embrace diversity, feel connected, take part, trust others, feel respected?

Belonging, trusting others

- consider how to make jobs more accessible to diverse groups.
 - Advertise jobs through community networks, organisations, radio stations, podcasts, social media platforms, a diverse range of media newspapers and television channels for specific audiences
- consider accessibility of services / goods provided.
 - If your business is conducted online, is it accessible to the visually impaired? If your business has a public-facing shop or office, is it accessible to people with mobility impairments?

Embracing diversity, feeling respected

- value workforce diversity and create initiatives to support diversity.
 - Recognise celebrations and events that are significant to staff, encourage them to bring their whole selves to work, and provide opportunities for them to input into service and goods design

- support workers to get to know each other (whakawhānaungatanga).
 - Set time aside in the day/week to spend time as a team or colleagues to get to know each other. This could be a morning or afternoon tea, or part of a business away-day
- promote best practice through an annual business excellence awards, where diverse contributions are valued, and inclusive workplaces are celebrated.

Feeling connected

- seek out and promote dialogue and understanding with communities that may share different views.
- use focus groups to test new products and services and seek focus groups from different and intersecting communities.

Taking part

- facilitate further engagement with employee networks and unions
- ensure that all workers know their rights:
 - Provide information on employment rights in induction handbooks, internal staff forums and intranets.
- support workers to engage in cultural/community/civic and family events.
 - Hold or encourage staff to celebrate cultural/community/civic engagements in the office in the form of morning or afternoon teas
 - Encourage staff to take time off to attend family events and cultural/community celebrations
- promote businesses to employ migrants – assisting with the preparation of CV writing, interview skills, NZ work experience and meaningful employment with follow up mentoring
- promote NZ businesses to employ young people - assisting with the preparation of CV writing, interview skills, relevant training, access to gaining a driver's license & meaningful employment with follow up mentoring
- promote Businesses to employ those with disabilities - assisting with the preparation of CV writing, interview skills, and meaningful employment, with follow up mentoring
- implement a programme; Chamber Drive – The Chamber put 5000 individuals through drivers licenses, because we know that someone with a driver's license is 7x more likely to find employment
- implement programmes to replace nearly 200 business owners with a pool of experienced Business Mentors annually to support the growing number of people wanting to start up their own business
- provide low and no cost promotional platforms for business owners to promote job opportunities to the Chamber community and to its social media networks
- offer in-person, online and where feasible, fully accessible events and activities for businesses to engage and network with each other and their communities.

Social cohesion guide

What can the cultural sector do to help?

The cultural sector

Belonging through the arts, media, sport

The cultural sector includes the media and the arts, culture and heritage sector, such as the screen industry, performance arts and museums. Public perceptions of social cohesion, inclusion and diversity are often shaped by the content produced by the cultural sector. The sector is playing a leading role in building more social cohesion. It tells powerful stories reflecting the diversity and different impacts for different people in Aotearoa New Zealand in its content.

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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 in the arts, media and sport, to help more people, their workers, customers, clients, belong, embrace diversity, feel connected, take part, trust others, feel respected?

Belonging, trusting others

- enhance digital inclusion, including education on risks and staying safe:
 - remove pay walls, discounted subscription, zero-rated websites or webpages on educational and topical information that pertains to the public health
- challenge stereotypes and engage in responsible reporting:
 - consider how a story pertaining to a community is likely to be received by the community
- enabling journalism education that will improve cultural competency in the sector ensuring journalists are better able to challenge stereotypes and discriminatory practises.
- support, commission, and program works of art and initiatives that promote anti-discriminatory messages
- support, commission, and program works that challenge stereotypes and antisocial norms

- 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

- answering questions and requests for information about collection items and topics of interest from the public
- providing positive interactions and safe spaces for communities to participate
- improving access for communities to engage with collections and stories.

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.

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Belonging – what it looks like

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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

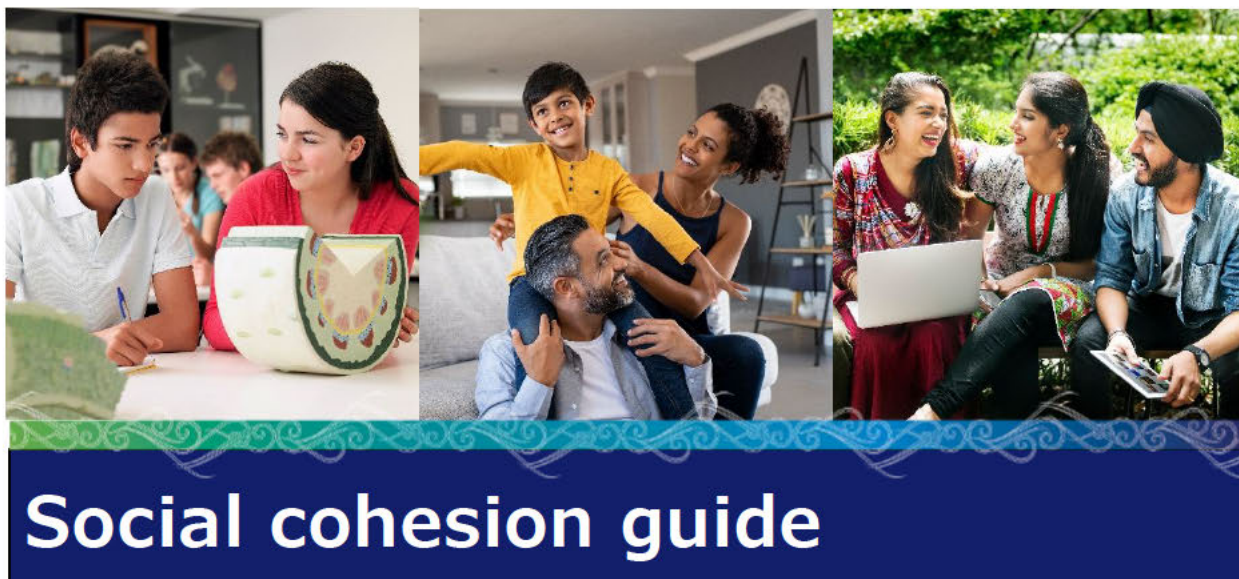
- consider if, in your workplace or organisation, you can use, provide or apply for funding to design a programme or service to address discrimination.

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.

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

Belonging

– what it looks like

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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.

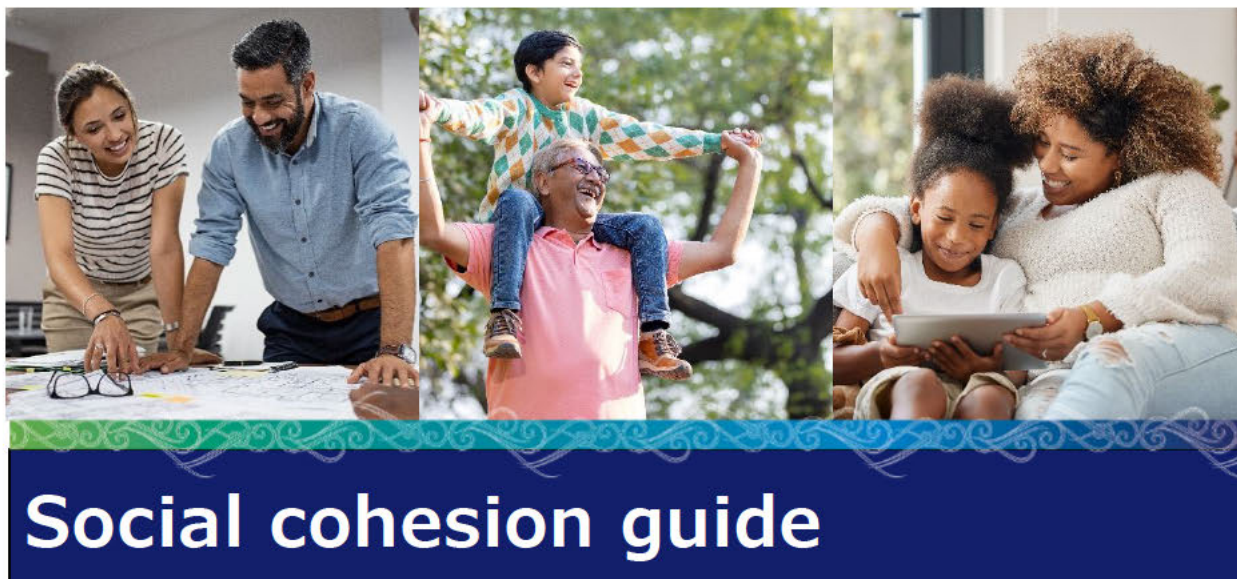
Feeling connected

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.

We're all different but we want to get along and celebrate our diversity, respect others even 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.

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Belonging

– what it looks like

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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.