



Devonport-Takapuna
Ethnic Communities Plan
2024-2029

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From the Chair



Ni hao, an-nyeong, namaste, tēnā koutou and greetings to you all,

The Devonport-Takapuna Local Board is proud to produce our first Ethnic Communities Plan that sets out actions on how to better engage with, support and represent our many diverse communities in our area.

Our Local Board is special with 44% of our population born outside of New Zealand. Languages other than English that are commonly spoken here include Hindi, Korean, Mandarin, Tongan, Panjabi, German, French, Afrikaans and Chinese. There are many others.

We treasure the cultural richness that our ethnic people bring to our community, and it's important to us that every resident regardless of who they are or where they come from feel that they are safe, that they are respected, that there is opportunity here for them, and that they can contribute to local decision making.

There are challenges that we acknowledge: 7% of our residents cannot speak English, and our population is growing rapidly. External challenges such as climate change and the cost of living put pressure on our people, and we need to find solutions to support them through this.

We are, however, excited about the opportunities that lie ahead as we grow to be a super-diverse community.

The Ethnic Communities Plan will be used by the Local Board to help guide our advocacy as well as our actions. We will be able to measure success by identifying what goals we have progressed each financial year. This plan will also be used to support our community to be more empowered. We want to see our migrant communities take action to deliver a programme of events and local activities that are meaningful to them and their communities.

By working with partner organisations and residents, and by following the actions contained within this plan, we know that we can successfully promote inclusion, diversity and expression of culture and our Local Board area will be all the richer for it.

A handwritten signature in blue ink that reads "Toni".

Toni van Tonder

Chairperson, Devonport-Takapuna Local Board



Community-Driven Transformative Plan

This plan places the voices of community at the centre of its development and implementation. This is the first Ethnic Plan created by the Devonport-Takapuna local board and aims to meet the needs of growing Ethnic Communities on the North Shore and ensures their active involvement in shaping our collective future.

Acknowledgements

We express profound gratitude to the Ethnic Communities whose ideas and voices have breathed life into this Devonport-Takapuna Ethnic Communities Plan.

Japanese Kauri Education Trust | North Shore Islamic Association | North Shore Chinese Community Network | North Shore Sikh Society | Japanese Society of Auckland | Synergy Community Trust | Ukhuwah-Indonesian North Shore Community | Bread of Life Church | Nepalese Cultural Centre New Zealand Inc | Welcome to Auckland | The Good Deeds Group | The Asian Network Incorporated (TANI) | Korean Society Auckland | Asian Family Services | Asian Community Engagement Trust | Belong Aotearoa | English Language Partners | Burundian Association in New Zealand | Seraj Group | Open and Connect NZ | Individual Community Members | Hearts and Minds | Police Ethnic Services.

We are also grateful for the strategic input from Hearts and Minds NZ, and The Asian Network Incorporated (TANI) into the community consultation and development of this plan.



Strategic Planning Context

This plan has been developed alongside the Devonport-Takapuna Local Board Plan 2023 and Auckland Council Thriving Communities Strategy 2022-2032.

These two documents outline the strategic direction and priorities for communities from Devonport to Sunnynook, while the Ethnic Communities Plan has a specific focus for development of the diverse ethnic communities.

Vision:

A healthy, connected, safe community where every resident feels a sense of belonging.

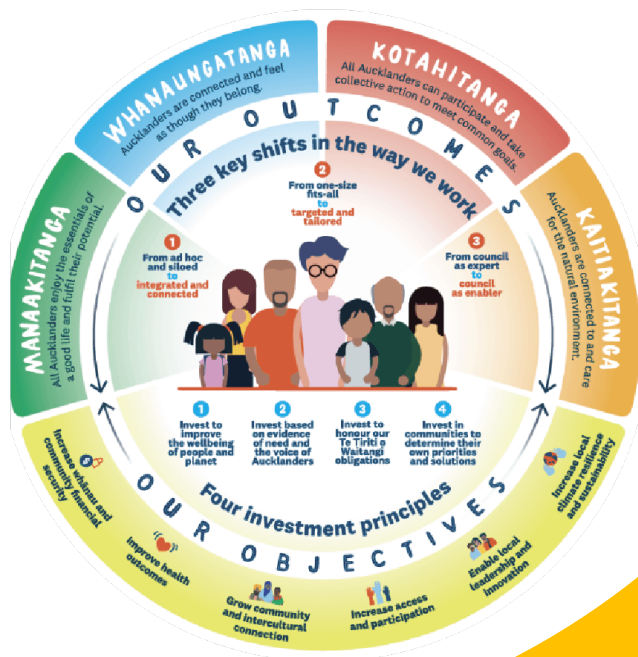
Our Environment

Our People

Our Community and Facilities

Our Places and Transport

Our Economy





Honouring Te Tiriti o Waitangi (Treaty of Waitangi)

The local board is responsible for upholding commitments to our founding document, Te Tiriti o Waitangi (Treaty of Waitangi), and recognising the unique place our indigenous Māori people hold in New Zealand society.

During engagement, Ethnic Communities emphasised respect for tāngata whenua and their status as Aotearoa's indigenous people. Ethnic Communities are interested in understanding Te Tiriti o Waitangi and building strong connections with Māori culture and organisations. There are actions in this plan that aim to facilitate learning and support Ethnic Community groups to develop relationships with Kaupapa Māori organisations.



Ethnic Communities in Devonport-Takapuna

The Devonport-Takapuna Local Board area reflects the city's growing diversity, where communities often have varied cultural affiliations, a sense of belonging to different ethnic groups, and speak multiple languages.

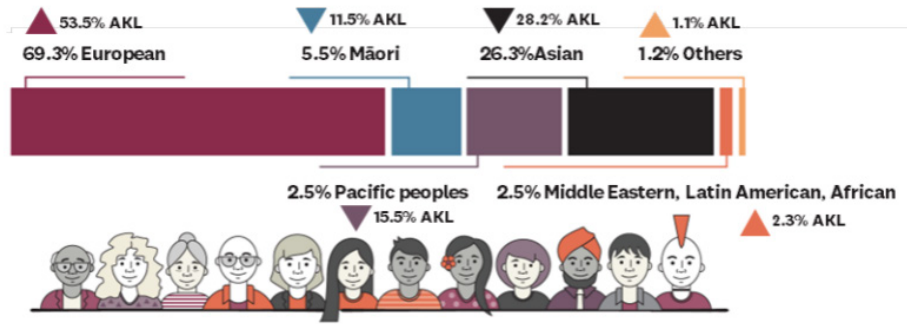


Image: 2018

Asian communities are projected to have the most significant proportion of the local boards' overall projected growth: up to 42% in the next 30 years. 7% of the residents in the area cannot speak English. The level of understanding of what local boards do can be low within these communities, posing a risk of weakening local democracy and decision-making.

The engagement process with Ethnic Communities developed an ambitious and comprehensive list of priorities and initiatives to bridge that gap.

This plan organises those objectives and initiatives into four focus areas:





Focus Area 1

Celebrating Culture and Building Vibrant Communities

This focus area aims to cultivate a more diverse local board area characterised by unity and social cohesion. It aims to create an environment where all cultures are celebrated, every resident will be valued and embraced, and communities thrive together.

We will embrace Te Tiriti o Waitangi and the unique space of Māori as indigenous people. We will create opportunities for diverse groups to connect and build intercultural understanding, which will develop a deep sense of belonging for everyone who lives, works, and plays in this vibrant community. We will focus on promoting the importance of diversity, where everyone acknowledges its strengths and the cultural and economic contributions of Ethnic Communities.

Challenges

Addressing difficulties in connecting diverse groups, fostering cultural exchange, and enhancing collaboration to overcome community isolation.



Opportunities

Ethnic Communities are brimming with creativity, events and ideas waiting to flourish.

Ethnic Communities expressed a desire for intercultural exchange, respect for the local heritage, and interest in learning about Māori Tikanga and history.

The importance of sharing kai crosses cultural barriers and how it can be used to connect communities.

Create local pride and belonging for Ethnic Communities in the Devonport-Takapuna Local Board area.

Bringing the Welcoming Communities programme to Devonport-Takapuna Local Board.

Local Board Action

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like (Measure of success)
<p>Provide opportunities to create various art and culture celebrations and events.</p>	<p>Continue resourcing cultural events and celebrations.</p> <hr/> <p>Support children's events in libraries and community centres, promoting family participation, cultural understanding and promoting the value of diversity.</p>	<p>The local board actively supports local Ethnic Communities' art and culture.</p> <p>Devonport-Takapuna has inclusive communities that embrace and celebrate our diversity.</p>
<p>Invest in strengthening understanding of Te Tiriti, Māori Tikanga, and relationships between Ethnic Communities and tāngata whenua.</p>	<p>Provide Māori community programmes to ensure that Ethnic Communities are informed and equipped to embrace Māori customs (tikanga), the Māori worldview (Te Ao Māori), and Māori knowledge (Matauranga Māori).</p> <hr/> <p>Facilitate participation of Ethnic Communities in Matariki celebrations.</p>	<p>Te Tiriti and Māori Tikanga are universally embraced and there is an increased understanding among Ethnic Communities.</p>
<p>Promote the value of diversity and build social cohesion.</p>	<p>Support and invest in cross-cultural sharing where people can interact and build meaningful connections that improve social cohesion.</p> <hr/> <p>Programmes that support storytelling of pre-colonial history and the histories of Ethnic and migrant communities are prioritised.</p> <hr/> <p>Programmes that support sharing of kai and food resilience are prioritised.</p> <p>We commit to growing Equity, Diversity, and Inclusion (EDI) competencies among the local board members and staff.</p>	<p>Diversity is valued and celebrated in Devonport Takapuna by the whole community.</p> <p>Settlement history and cultural and economic contributions of Ethnic Communities to the local board area are valued and understood. All cultures are recognised, respected and understood, and there is inter-cultural respect and connection.</p>



Focus Area 2

Access and Participation

This focus area will ensure that Ethnic Communities in Devonport-Takapuna have equitable provision and access to local board and council services. The aim is to encourage active participation from all ethnicities in the available programmes and activities and improve access to community facilities and green spaces. Programmes will be designed to meet the needs of diverse communities better, and the local board will improve their engagement with Ethnic Communities.

Challenges

A lack of understanding of the local board's role has limited participation in civic activities, including local body elections.

Lack of linguistic and culturally specific services, such as female-only spaces or language-based events and activities.

Some Ethnic Communities have limited access to information, making it challenging to find venues and facilities to meet their needs.

Limited promotion and translation efforts for Ethnic Communities which is essential to bridge language gaps and improve accessibility.



Opportunities

Creating accessible pathways for active community involvement, ensuring that every voice is valued.

Considering Ethnic Communities in all components of the local board deliverables.

Ethnic Communities are proud of the community programmes and facilities in the area, and many are keen to become more involved.

Increased participation can lead to the creation of new initiatives, innovative solutions, and a stronger sense of community ownership.

More investment in communication with ethnic media and community channels on the role of local government and better engagement in all local and regional consultations.

Local Board Action

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like (Measure of success)
<p>Build accessible engagement methods and strengthen communication and relationships with Ethnic Communities.</p>	<p>Develop and strengthen relationships with Ethnic Leaders, encouraging more dialogue with local board members.</p>	
	<p>Encourage participation of Ethnic Communities' youth in Younite, the local youth board.</p>	
	<p>Encourage participation of ethnic rainbow communities, elderly groups, and disabled people with local boards.</p>	<p>Good relationships with Ethnic Communities and improved community participation.</p>
	<p>Investigate and reduce barriers Ethnic Communities face to participation.</p>	<p>Increased involvement from Ethnic Communities is reflected in participation demographics, including consultations and local government elections.</p>
	<p>Build better communication tools and practices, ie translating critical messages using ethnic media and platforms well used by diverse communities, such as WhatsApp, WeChat, and Facebook.</p>	<p>Diverse voices and perspectives from within Ethnic Communities in local board plans and initiatives.</p>
	<p>Translate the Devonport-Takapuna walking guide to showcase our area's beautiful walkways and parks.</p>	

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like (Measure of success)
<p>Ensure consideration of Ethnic Communities within local board-supported programmes and facilities.</p>	<p>Barriers to participation for Ethnic Communities in facilities, including arts, sports, parks and open spaces, are understood, and actions for accessibility and more diverse programming are supported.</p>	
<p>Improve accessibility of community venues and facilities, including parks and green spaces for Ethnic Communities.</p>	<p>Partner with the Korean Garden Trust to develop and deliver a Korean Garden in Barry Point Reserve (LBP)</p> <hr/> <p>Investigate the development of a Chinese-themed and co-designed playground in the Sunnynook/Forrest Hill area (LBP)</p> <hr/> <p>Expand Multicultural Library Resources and increase the availability of ethnic books and resources in local libraries.</p> <hr/> <p>Work in partnership with the Devonport Community House, Sunnynook Community Centre, and the Takapuna Pool and Leisure to ensure programming and activities meet the needs of Ethnic Communities.</p>	<p>Ethnic Communities have better access to community venues and facilities, including parks and green spaces.</p> <p>Ethnic Communities have increased participation in local board-supported programmes.</p>



Focus Area 3

Resourcing and Empowering Ethnic Community Groups

Ensuring sufficient resources and funding is a significant concern for grassroots ethnic organisations. Their diverse needs require a better understanding, and ethnic organisations feel that philanthropic and government investments often overlook them. The feedback from the community engagement process was that fair and equitable access to funding was critical and the driving force behind achieving a more culturally inclusive and dynamic Devonport-Takapuna Local Board Area.

Challenges

English as a second language is a barrier for some groups, making the application process more difficult.

Funding availability is inconsistent and unpredictable, hindering long-term planning and sustainability.

Many community groups are unaware of funding options and how to access them.

Current funding models can be challenging to understand and navigate.

Some accountability standards limit the ability of community groups to respond effectively to their community's needs.



Opportunities

Cultural and faith-based volunteer and community sectors that are engaged, eager to participate and want to be better connected with mainstream groups and organisations.

Community is ready to act with new initiatives when they are resourced to do so.

Explore partnerships with local businesses willing to support ethnic community initiatives.

Advocate for stable and predictable funding mechanisms to support ongoing community initiatives.

Make funding models more transparent and accessible, ensuring community members can easily understand and navigate the process.

Ensure that funding criteria are clear and evaluation processes are transparent.

Local Board Action

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like (Measure of success)
<p>Build capacity and support for community groups to grow their funding and other resources.</p>	<p>Ensure Ethnic Communities know where to go for assistance with funding inquiries, applications, and reporting.</p> <hr/> <p>Assisting Ethnic Communities in accessing funding opportunities beyond the local board's scope via access to the GEM Local Database and subsidised support from ANCAD.</p>	<p>Ethnic Communities have a relationship with the local board Grants Advisor and have access to training and translation support via the Community Activators.</p> <p>Groups have access to resources that increase their funding opportunities</p>
<p>Empower Ethnic Communities to identify their needs and prioritise actions that meet their dreams and aspirations.</p>	<p>Support the development of a community-led action plan.</p> <hr/> <p>Allocate resources towards project management and delivery of the action plan.</p>	<p>Ethnic Communities are adequately resourced to deliver on their aspirations from the community-led implantation plan.</p> <p>The community is empowered and resourced to identify needs and prioritise actions that meet their dreams and aspirations.</p>
<p>Collaborate with the community to implement the Local Board Ethnic Communities Plan.</p>	<p>Support the establishment of an Ethnic Leaders Circle to guide and advise in developing and implementing community-led action plan.</p> <hr/> <p>Ensure funding support for small groups, including language and translation support, is included in the action plan.</p>	<p>Practical and positive collaboration between the local board and ethnic community in implementing the Local Board Ethnic Communities Plan.</p>



Focus Area 4

Community Safety and Wellbeing for Ethnic Communities

The well-being and safety challenges that Ethnic Communities face are complex, interconnected and often sit within the responsibility of the central government. However, the local board plays a significant role in ensuring wellbeing and safety through its commitment to lead in supporting Auckland's response to the climate emergency, establishing safety initiatives that aim to keep our communities secure and striving to support a thriving and flourishing economy.

This focus area considers safety and wellbeing in a holistic manner, encompassing employment opportunities, response to climate change and natural disasters, and community safety using Crime Prevention Through Environmental Design (CPTED).

The COVID-19 pandemic and other emergencies have highlighted and exacerbated living struggles faced by all communities, but Ethnic Communities have faced isolation and are disproportionately impacted by these challenges.

Challenges

New migrants face immigration-related hurdles, especially citizenship or residency requirements to access government resources.



Opportunities

Ethnic Communities are increasingly seen as critical contributors to the economy of Aotearoa, New Zealand, and a valued addition in workplaces both as employers and employees.

Increased availability of services by culturally sensitive professionals, addressing mental health needs within Ethnic Communities.

Work with Auckland Emergency Management and other council departments to support ethnic community networks and connections that help people fare better and respond to emergencies and the impacts of climate change.

Advocate for services in our area that meet the needs of our diverse population.

Local Board Action

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like (Measure of success)
Increased awareness of our climate goals in Ethnic Communities.	Actively involve Ethnic Communities as ecological and environmental volunteers in our local parks and in in community-led environmental groups.	Increased awareness of awareness of climate goal's impacts on Ethnic Communities.
Educate and prepare our Ethnic Communities for climate impact.	Support initiatives that educate Ethnic Communities on reducing their carbon footprint, living more sustainably and promoting a zero-waste circular economy.	Climate change resilience, sustainability initiatives and effective education are accessible to Ethnic Communities.
Support and build resilience among Ethnic Communities to respond to emergencies.	Connect Ethnic Community networks with established community groups to respond collaboratively to emergencies.	Ethnic Communities are informed and supported to build resilience and preparedness.
Facilitate increased support and collaboration of small ethnic local businesses.	Increase knowledge of Recovery Office and rights of individuals affected by disasters.	Ethnic Communities are supported during emergencies.
Facilitate increased support and collaboration of small ethnic local businesses.	Resource initiatives that promote relationships with small and medium ethnic businesses.	Ethnic small and medium enterprises thrive in the local board area and are supported to reach their potential.
Facilitate increased support and collaboration of small ethnic local businesses.	Ethnic businesses are consulted and involved in urban regeneration, and other smaller precinct improvements.	Ethnic businesses are supported to create sustainable practices and are resilient to the impacts of climate change.
Facilitate increased support and collaboration of small ethnic local businesses.	Work with Tātaki Auckland Unlimited, council departments and Business Improvement Districts to ensure that they support ethnic local businesses to reduce waste and become climate resilient.	Ethnic businesses are supported to create sustainable practices and are resilient to the impacts of climate change.

What we want to achieve (Objectives)	What we commit to deliver (Key initiatives)	What success looks like (Measure of success)
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Increase focus on removing barriers to Ethnic Communities' employment and migrant exploitation.

Support initiatives that provide Ethnic Communities, especially youth and women, access to business mentoring and work experience, including CV writing and interview skills.

Barriers to employment for Ethnic Communities are addressed through innovative approaches.

Ensure public places reflect and feel safe for Ethnic Communities.

Ethnic Communities participate in neighbourhood support activities.
Involve ethnic leaders in placemaking and CPTED

Ethnic Communities feel safer in public spaces.

Enhance opportunities for Ethnic Communities to participate in sports and active recreation.

Local board funded sports and recreation opportunities include Ethnic Communities focusing on young girls and women's participation.

Ethnic Communities are active and fully participate in sports and recreation.





The Way Forward: A Collective Effort

Successfully turning this plan into reality will require a collective effort that relies on accountability and reflective practices. These aim to promote transparency, regular communication, and collaboration among various partners to implement this transformative plan for Ethnic Communities.

It is essential that all stakeholders, including the community, the local board, Auckland Council, and various central government agencies work together in a well-coordinated and integrated approach.

Devonport-Takapuna Local Board Actions



The local board will enable a range of actions and aspirations the community has identified by:

ensuring greater inclusivity in all local board projects

developing local board projects focusing on
Ethnic Communities where possible

supporting the establishment of the Ethnic Leader's Circle
and development of community-led actions for each focus area

allocating resources towards project management and
community-led actions within this plan

advocating for projects beyond available funding
or outside local board mandate

**Council staff will prepare a yearly report on progress made
and propose new initiatives for endorsement by the local board.**

Community-Led Actions



The plan contains actions the community will deliver, ensuring strong collaboration and support of community leaders and organisations. An anchor organisation will be resourced as an overall project manager to work with ethnic leaders to prioritise and agree upon a community-led action plan each year.

They will establish a group called the Ethnic Leaders Circle, consisting of representatives from Ethnic Communities. This group will prioritise actions and guide their successful delivery. The Ethnic Leaders Circle will also support local board engagement with their communities.





Devonport-Takapuna

Ethnic Communities Plan

2024-2029