



CENTRAL OTAGO WELCOMING PLAN 2022

Te Waharoa ki Ngā Hapori

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ACKNOWLEDGEMENTS

The Central Otago Welcoming Communities Advisory Group consists of representatives of the larger communities in the district and shares a passion for welcoming newcomers. These committed members played an integral role in developing the Central Otago Welcoming Plan. The Advisory Group received guidance and direction from Welcoming Communities Māori advisor David Ellison.

Our appreciation also goes to the many groups and individuals in the community who have contributed to the development of the Welcoming Plan thus far, to the support provided by Immigration New Zealand and Ministry for Business, Innovation and Employment, and to the staff within Council who have provided their time and expertise.



WHAT IS WELCOMING COMMUNITIES?

Welcoming Communities brings together local government and communities to make the places we love more welcoming for everyone.

Central Otago's Welcoming Communities programme recognises that a strong, vibrant community is one that enables all of its members to participate in its economic, civic and social life. It is a community where everyone feels included and has a sense of belonging. Communities that proactively foster an environment where newcomers feel welcomed are more likely to enjoy better social outcomes and economic growth.

Welcoming Communities actively seek to mobilise and involve local residents in welcoming activities. Newcomers include recent migrants, former refugees, international students - as well as those who have moved to our community from another part of New Zealand.



LETTER FROM CENTRAL OTAGO MAYOR TIM CADOGAN



Tim Cadogan

Letter from Tim Cadogan Central Otago Mayor

When I first moved to Central Otago, I didn't know a single person. I remedied that by going to the local pub and standing at the bar until someone talked to me. Once people found out I had moved here, I was soon taken and introduced to everyone, which started some long-term friendships.

I realise though that standing at a bar certainly isn't everyone's cup of tea (or glass of beer). That is why myself and my Council are such keen supporters of the Welcoming Communities programme.

Central Otago is growing and changing in more dynamic ways than just about any other time in our history, with people making this special place their home from all corners of the country and the world, bringing with them new ways of thinking, of living, of sharing that enrich us all. I congratulate the Welcoming Communities leaders for making the pathways into this place and its people clearer and easier for our new neighbours and friends.

Tim Cadogan

A LETTER FROM DAVID ELLISON

Letter from Upoko (chief) of Kāti Huirapa Rūnaka ki Puketeraki

Kāi Tahu te iwi
Hikaroroa te maunga
Waikouaiti te awa
Puketeraki, Ōtākou, me Moeraki ngā rūnaka
Araiteuru te moana
Ngā mihi ki a koutou katoa

Everywhere we live in this world of ours, people support each other. My personal experience of living in a new country – in my case – the Yukon Territory became our new home. In those twenty years, we experienced no father, mother, or siblings, and no aunts and uncles. It is therefore my duty as Upoko, Puketeraki marae, to congratulate the Central Otago District Council and community members for creating and developing a Welcome to Central Otago kaupapa. I urge all newcomers to this beautiful rohe, to get involved in this initiative. I can assure you that Central Otago has a fine history of providing Aroha, Manaakitanga, and Fellowship.

Nō reira,

Kia hora te marino, kia whakapapa pounamu te moana, kia tere te kārohirohi i mua i tō huarahi

May the calm be widespread, may the sea glisten like greenstone and may the shimmer of summer dance across your pathway.

David Ellison



David Ellison

EXECUTIVE SUMMARY

Welcoming Communities supports the Council and other community organisations to take a greater role in ensuring the local community is welcoming to newcomers. It also seeks to involve local residents in welcoming activities.

The Welcoming Communities programme works closely with individual communities to develop actions that suit their unique needs and help bring people together. Building on existing initiatives and programmes in the district will be important as there is limited capacity. The key to success will be genuine and continued engagement and collaboration with local communities to identify and take up opportunities to help newcomers feel more included and want to make Central Otago their home.

The Welcoming Plan (the plan) was developed by the Central Otago Welcoming Communities Advisory Group, relying on information from the Stocktake Report (March 2022), data from the Newcomer Survey (March-April 2022) and a series of four Welcome Workshops conducted throughout the district (July 2022). In addition to these specific efforts to gather data, there have been ongoing discussions with individuals and community leaders throughout the district who provided feedback to help guide the direction of the plan.

At the heart of the programme are the Welcoming Communities eight standards, which provide a benchmark for what a successful welcoming community looks like. Those standards include: 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.

The plan identifies the action items that the programme will work towards achieving in the three-year funding timeframe (July 2024) and beyond. The momentum created by the development of this plan creates an environment where communities can take ownership, drive and adapt those action items to suit their needs. This is not a stagnant document to sit on a shelf, but an action plan to be used, marked on, and edited as necessary.

WELCOMING COMMUNITIES BACKGROUND

Welcoming Communities brings together local government and community leaders to make the district more welcoming to newcomers by building better connections with the land and each other.

The Welcoming Communities programme recognises communities are healthier, happier and more productive when newcomers are welcomed and can participate fully in society and in the local economy.

Welcoming Communities actively seeks to mobilise and involve members of the local communities in welcoming activities, along with newcomers. This approach promotes building strong connections to integrate these two groups together.

This programme is part of a global movement, originally developed as a response to the recent resurgence of anti-immigrant discourse, which aims to engage local communities to be purposefully welcoming to migrants. Other programmes include Cities of Migration, in Canada, Welcoming America, in the United States, and Australia's Welcoming Cities.

In November 2020, CODC submitted to the Ministry of Business, Innovation and Employment (MBIE) an expression of interest to join the Welcoming Communities programme. In July 2021, MBIE confirmed that CODC was selected to join 14 other councils in the programme. The three-year commitment commenced in July 2021.



Central Otago District Council CEO Sanchia Jacobs and Central Otago Mayor Tim Cadogan signing the Welcoming Communities Statement of Commitment

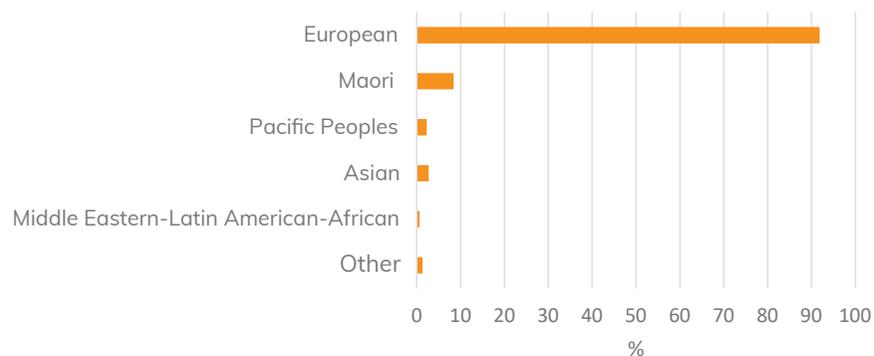
LOCAL CONTEXT

In Central Otago we are a unique group of people sparsely spread over a wide, remote rugged region. That sense of remoteness has shaped the way we live our lives. We are a collection of communities fiercely independent, and competitive yet united in our love for Central Otago, its landscapes, people, climate, its stories and its vision. Each town or settlement is 'part of the sum'.

Across the district, food and fibre industries play an influential role in shaping the workforce. Primary sectors such as horticulture, viticulture and dairy farming employ large numbers of permanent and temporary migrant workers, as well as those who are more established in the district. Tourism, construction, manufacturing and professional services are also important economic drivers.

The ethnic mix of our district continues to grow, albeit at a slower pace than other parts of New Zealand. According to the 2018 census, 85 percent of residents were New Zealand born, with 15 percent born overseas. We learned from the Newcomer Survey that the largest group of migrants in Central Otago are from other places in New Zealand. Many of them come to Central Otago for the lifestyle. International migrants in Central Otago come from the United Kingdom and Ireland, South America, Africa, Asia, Australia and Europe. Māori and Pasifika people make up a growing proportion of our population. Census statistics don't accurately take into account the presence of migrant workers who may not reside permanently in our district.

Ethnic groups in Central Otago

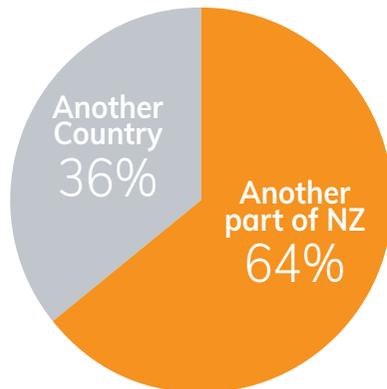


Where a person reported more than one ethnic group, they were counted in each applicable group.

100 year old Kōwhai tree at Northburn Station, the source of the trees given by Council to new citizens.



Unlike many densely populated cities, with an obvious multicultural presence, Central Otago is mostly rural, isolated from large cities and the multicultural presence is often not documented and not visible. However, Central Otago has a number of thriving ethnic groups, both permanent and seasonal. Nonetheless, the large majority of newcomers to Central Otago don't come from overseas but have moved here from another part of New Zealand (see below).



In a recent newcomers survey respondents were asked whether they moved to Central Otago from a different country. Most newcomers have moved here from another part of New Zealand rather than internationally, with only 36% of respondents moving from another country.

The Central Otago Welcoming Communities programme takes into account these unique aspects of the district and works to address the needs of all newcomers to our communities.

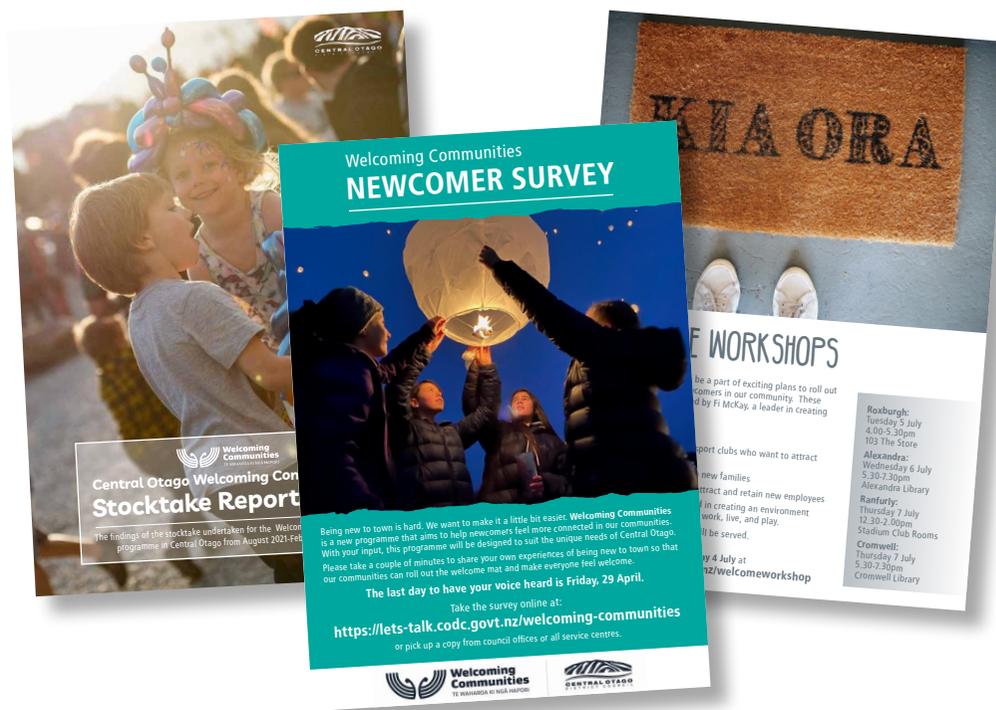


FORMATION OF THE WELCOMING PLAN

This document is structured to align with the national Welcoming Communities Standard, which is shaped around 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. The standard provides a benchmark for what a successful welcoming community looks like and has guided decisions on what activities we have included in this Welcoming Plan.

Developing the Welcoming Plan was a collaborative effort that involved four key parts:

- 1. Advisory Group.** A group of committed community leaders who represent each part of the district were selected because they share the vision of making all newcomers to the district feel welcomed and at home. This group serves as the sounding board for the direction of the programme and provided specific input on the development of the Welcoming Plan.
- 2. Stocktake Report.** A comprehensive review of welcoming activities, policies, programmes and services that currently exist in Central Otago. This report establishes benchmarking of the district against the eight outcome areas of the Welcoming Communities national standard. This report contains the analysis of the stocktake, identifying areas of strength and opportunity.
- 3. Newcomers Survey.** This survey sought feedback from newcomers about their personal experiences and asked for advice on what could be done to make those experiences better. The data received from this survey helped to identify strengths and weaknesses, from the perspective of those new to the community.
- 4. Welcome Workshops.** A series of Welcome Workshops were held throughout the district in July 2022. The community was invited to attend these workshops and highlight their community priorities for the programme. Hosting community workshops allowed for genuine input with the expectation that there will be collaborative delivery of the key action items identified.



Welcoming Communities Advisory Group as of November 2021. Not pictured, Jackie van der Voort.

WELCOMING COMMUNITIES STANDARDS

Inclusive Leadership

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.



Welcoming Communications

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.



Equitable Access

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



Connected and Inclusive 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.



Welcoming Communities
TE WAHAROA KI NGĀ HAPORI

For more information go to
[www.immigration.govt.nz/
welcomingcommunities](http://www.immigration.govt.nz/welcomingcommunities)

Economic Development, Business and Employment

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.



Civic Engagement and Participation

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



Welcoming Public Spaces

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



Culture and Identity

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.



1. INCLUSIVE LEADERSHIP

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.



Outcomes

1.1 As the indigenous peoples of Aotearoa New Zealand, Māori – represented by tangata whenua, mana whenua, iwi and hapū and/or other hapori Māori – have a prominent role in Welcoming Plan activities.

Action	Timeframe	Who is involved
Engage with Aukaha representative to seek advice on the direction of the programme.	Ongoing	<ul style="list-style-type: none"> • Central Otago District Council • Welcoming Communities • Aukaha
Explore opportunities to work with tangata whenua throughout the programme. Seek input from Uruuruwhenua Health.	Ongoing	<ul style="list-style-type: none"> • Central Otago District Council • Welcoming Communities • Aukaha

1.2 Leaders both designated and unofficial – reflect the diversity in the local community, as does the council workforce.

Action	Timeframe	Who is involved
Establish and support working group to focus on the needs of Recognized Seasonal Employer (RSE) staff and their natural integration into the community.	Year 2 - Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Seasonal Solutions • Central Otago District Council • Vakameasina • Fruit Growers
Explore opportunities to work with tangata whenua throughout the programme. Seek input from Uruuruwhenua Health.	Year 2-3	<ul style="list-style-type: none"> • Central Otago District Council • Seasonal Staff Manaaki
Facilitate engagement of newcomer youth in leadership opportunities in the region.	Year 2-3	<ul style="list-style-type: none"> • Central Otago Youth Council • Cromwell Youth Council

1.3 Leaders model the principles of inclusiveness, openness, tolerance, respect and acceptance of all cultures in the community.

Action	Timeframe	Who is involved
Citizenship ceremonies recognize acceptance of all cultures.	Ongoing	<ul style="list-style-type: none"> • Central Otago District Council • Welcoming Communities
Encourage community groups to hold cultural festivals and events, such as the South Asian Cultural Festival in Alexandra.	Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Alexandra Cultural Diversity Group • Newcomer Groups • Media outlets • Event organisers • Local businesses • Community organisations
Collaborate with Community Liaison, New Zealand Police, to identify opportunities for connecting with the community such as the Coffee with a Cop initiative.	Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • New Zealand Police
Encourage community groups to host potluck meals and other initiatives to celebrate diversity.	Year 2-3	<ul style="list-style-type: none"> • Alexandra Cultural Diversity Group • Newcomers Groups • Community organisations • Welcoming Communities

Property and Facilities Officer Christina Martin and Central Otago District Council CEO Sanchia Jacobs at a newcomer lunch.



1.4 There are clear roles, responsibilities and ownership within Council and in the wider community for the Welcoming Communities programme.

Action	Timeframe	Who is involved
Welcoming Communities Advisory Group meets monthly to identify opportunities to provide advice and support local initiatives.	Year 1 - Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Central Otago District Council
Periodic Welcome Workshops held to gauge community support for a variety of initiatives and seek community involvement.	Year 1 - Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Central Otago District Council • Community organisations • Local businesses • Community members
Provide Central Otago Welcome Guide (electronic and print) to real estate agents, property managers, information centres, libraries, community groups, and local schools.	Year 2-3	<ul style="list-style-type: none"> • Central Otago District Council • Tourism Central Otago • Welcoming Communities

1.5 Council internal and external policies, services, programmes and activities recognise and address cultural diversity.

Action	Timeframe	Who is involved
Review of council policies to ensure application of the eight Welcoming Communities standards council-wide.	Year 1	<ul style="list-style-type: none"> • Central Otago District Council, Policy Team • Welcoming Communities
Develop initiatives that engage and celebrate newcomers and migrant CODC staff.	Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Central Otago District Council
Compile 'Hidden Gems' in the district to be available to newcomers through Council Welcoming Communities web page.	Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Central Otago District Council

Grant Harrex, Business South,
Emily Walters, Newcomer Leadership Scholarship recipient,
Deborah Beange, Welcoming Communities Officer



2. WELCOMING COMMUNICATIONS

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.

Outcomes

- 2.1 The community is well informed about the local benefits of immigration and the Welcoming Communities programme, including success stories.

Action	Timeframe	Who is involved
Establish regular positive profiles in local media to highlight individuals, organisations and initiatives, new and existing, which reflect the Welcoming Communities ideals.	Year 2-3	<ul style="list-style-type: none">• Welcoming Communities• Newcomers Groups• Seasonal Staff Manaaki• Central Otago District Council• Media outlets

- 2.2 The council is well informed about newcomers to their region and proactively seeks data about newcomers from relevant sources.

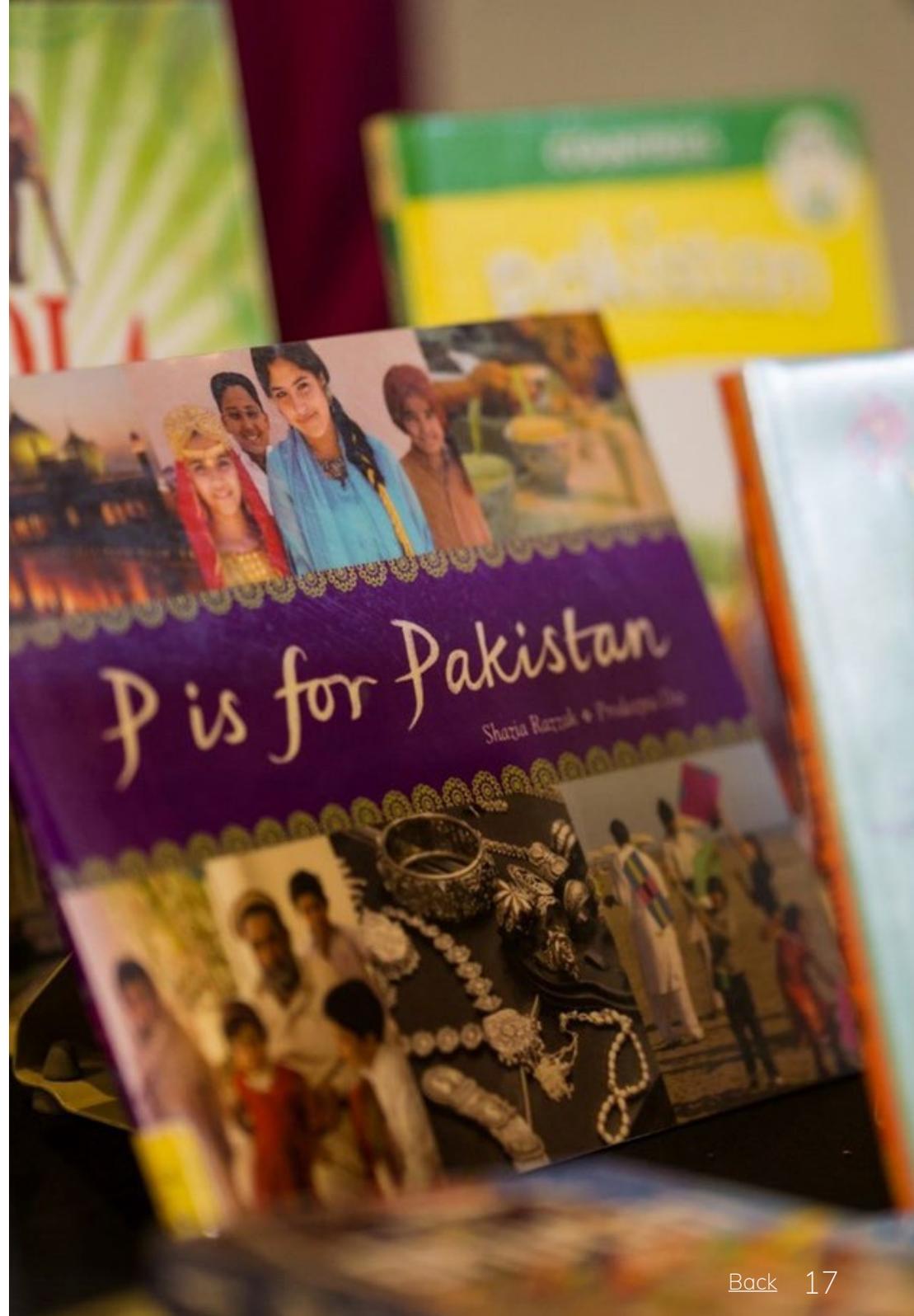
Action	Timeframe	Who is involved
Newcomer Survey conducted and results are considered in programme planning. Explore the possibility of a follow-up survey.	Year 1 - Ongoing	<ul style="list-style-type: none">• Central Otago District Council• Welcoming Communities

2.3 Council's engagement with all residents is two-way, culturally appropriate and fit for purpose.

Action	Timeframe	Who is involved
Periodic Welcome Workshops held to gauge community support for a variety of initiatives and seek community involvement (See 1.4).	Year 1 - Ongoing	<ul style="list-style-type: none"> • Central Otago District Council • Welcoming Communities
Community embraces the arrival of seasonal staff by placing welcome posters around town in languages spoken by seasonal staff.	Year 2-3	<ul style="list-style-type: none"> • Seasonal Staff Manaaki • Welcoming Communities
Better utilise existing platforms to communicate welcome messages to newcomers (such as screens and signage in the district).	Year 2-3	<ul style="list-style-type: none"> • Central Otago District Council • Welcoming Communities

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	Timeframe	Who is involved
Improve Council imagery to more accurately reflect the diversity of the community.	Year 2-3	<ul style="list-style-type: none"> • Central Otago District Council • Tourism Central Otago • Welcoming Communities



3. EQUITABLE ACCESS

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

Outcomes

3.1 Council partners with local businesses, organisations and sectors to identify and address barriers for newcomers to accessing services and participating in the community.

Action	Timeframe	Who is involved
Investigate barriers for newcomers accessing driver licences and explore ways to reduce those barriers.	Year 2-3	<ul style="list-style-type: none">• Rural Education Activities Programme (REAP)• Drive My Life programme• Seasonal Staff Manaaki
Address language barriers through community programmes.	Ongoing	<ul style="list-style-type: none">• REAP ESOL• English Language Partners



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	Timeframe	Who is involved
Include questions about cultural diversity and the experiences of newcomers in research tools.	Ongoing	<ul style="list-style-type: none"> Central Otago District Council Welcoming Communities
Identify and celebrate the ethnic diversity of Council staff.	Year 2	<ul style="list-style-type: none"> Central Otago District Council

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	Timeframe	Who is involved
Develop Central Otago Welcome Guide for newcomers. See 1.4.	Year 2	<ul style="list-style-type: none"> Central Otago District Council Tourism Central Otago Welcoming Communities
Consider developing specific welcome information and/or welcome signage for seasonal staff.	Year 2-3	<ul style="list-style-type: none"> Seasonal Staff Manaaki Tourism Central Otago Schools



Amy Kahukura, Cromwell Youth Trust



Recipe submissions for Neighbours Day, Kai Connections. Deborah Beange, Kirsty Anderson, Raylicia Checketts, Zuleyha Bingui, Shona Bain, Ruth McNamara

4. CONNECTED AND INCLUSIVE 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.



Outcomes

4.1 Coordinated, comprehensive and appropriate initial welcoming support services are available from Council, other agencies and community organisations.

Action	Timeframe	Who is involved
Newcomers networks are created and supported to provide social connection, and a sense of belonging for newcomers.	Ongoing	<ul style="list-style-type: none"> • Cromwell Newcomers • Manaakitanga Tirau • Alexandra-Clyde Newcomers
Collaborate with community groups to encourage hosting Community Expos that showcase what is available in the community.	Ongoing	<ul style="list-style-type: none"> • Welcoming Communities Advisory Group • Local clubs and organisations • Alexandra Community House, Cromwell Community House • Connect Cromwell • Media outlets
Introduce newcomers to their community through events and activities that highlight places of significance and are community specific, such as a scavenger hunt.	Year 2-3	<ul style="list-style-type: none"> • Ministry of Primary Industries HUB grant in Teviot Valley • Libraries • Museums • Welcoming Communities
Develop a partnership with a local organisation to plant and nurture donated citizenship trees.	Year 2	<ul style="list-style-type: none"> • Keep Alexandra/Clyde Beautiful • Haehaeata Natural Heritage Trust
Lists of local community groups in rural communities are made available to newcomers.	Year 2-3	<ul style="list-style-type: none"> • Rural communities
Encourage activity and event organisers to provide up-to-date information to local media and community bulletins.	Year 2-3	<ul style="list-style-type: none"> • Community members • Local organisations • Media outlets

Action	Timeframe	Who is involved
Explore opportunities for rural communities to offer a personalized welcome such as a newcomers' afternoon tea.	Year 2-3	<ul style="list-style-type: none"> • Rural communities
Consider establishing connections between newcomers and locals to “share a cuppa” as an opportunity to provide a personal introduction to the community.	Year 3	<ul style="list-style-type: none"> • Alexandra Newcomers • Cromwell Newcomers • Community groups

4.2 The receiving community is well equipped and supported to welcome and interact with newcomers.

Action	Timeframe	Who is involved
'Hidden gems' are identified by locals and made accessible to newcomers.	Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Central Otago District Council
Explore opportunities for new community events such as outdoor movies, but also support existing initiatives that would connect locals with newcomers, such as social bowls.	Year 2-3	<ul style="list-style-type: none"> • Community groups • Event organisers • Welcoming Communities

Seasonal staff from Vanuatu and Fiji prepare a meal as part of their Vakameasina cooking class.



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	Timeframe	Who is involved
Relationship established with Seasonal Solutions to develop initiatives to acknowledge and be inclusive of seasonal staff.	Ongoing	<ul style="list-style-type: none"> • Seasonal Staff Manaaki • Organiser of Blossom Festival and Cherry Chaos

4.4 Different cultures are celebrated, and people are supported to express their cultural beliefs and customs, including language and religious practices.

Action	Timeframe	Who is involved
Planning and organising South Asian Cultural Festival in collaboration with Arasan NZ Trust. Other cultural celebrations may include an international food festival as a stand-alone event or in combination with the Alexandra Blossom Festival.	Year 2	<ul style="list-style-type: none"> • Welcoming Communities • Arasan NZ Trust • Local businesses • Community groups • Event organisers
Celebrate key international holidays and significant events through learning institutions, workplaces, libraries and schools.	Year 2-3	<ul style="list-style-type: none"> • Libraries • Schools • REAP • Vakameasina • Business South
Explore opportunities to partner with other organisations to influence school curriculum to encourage students to learn about different cultures.	Year 3	<ul style="list-style-type: none"> • REAP Enviroschools
Acknowledge the annual harvest with a community celebration.	Year 2	<ul style="list-style-type: none"> • Seasonal Staff Manaaki • Welcoming Communities
Consider events such as the development of a seasonal staff football tournament, that integrates seasonal staff with the local community.	Year 2-3	<ul style="list-style-type: none"> • Seasonal Staff Manaaki • Central Otago District Council • Welcoming Communities • Radio Central • Football South • FIFA
Buddies are identified for newcomers with language challenges.	Year 3	<ul style="list-style-type: none"> • REAP • ESOL • Cromwell Newcomers Network • Alexandra Newcomers Network



Seasonal staff from Vanuatu celebrating the completion of a Vakameasina Money Matters course.



5. ECONOMIC DEVELOPMENT, BUSINESS AND EMPLOYMENT

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.



Outcomes

5.1 Newcomers, including international students, are supported to access local employment information, services and networks.

Action	Timeframe	Who is involved
Promote access to advice and training specifically for migrants entering the Kiwi workforce.	Year 2-3	<ul style="list-style-type: none"> • Work Connect • Connected Employment Liaison based in Queenstown • Schools
Promote availability of online English language courses specifically for the workplace.	Year 2-3	<ul style="list-style-type: none"> • English Language Partners

5.2 Coordinated, comprehensive and appropriate initial welcoming support services are available from council, other agencies and community organisations.

Action	Timeframe	Who is involved
Promote support services, networking opportunities and events to newcomer business owners and entrepreneurs.	Year 2-3	<ul style="list-style-type: none"> • Local businesses through Business Breakfast Networks • Central Otago District Council • Business South
Partner with Business South to offer leadership scholarship to newcomers in the business community to attend the Central Otago Leadership Academy.	Ongoing	<ul style="list-style-type: none"> • Welcoming Communities • Business South • Vakameasina • Primary ITO
Explore the possibility of expanding monthly business breakfast meetings to include community members.	Year 2-3	<ul style="list-style-type: none"> • Local businesses through Business Breakfast Networks

Action	Timeframe	Who is involved
Identify workforce training opportunities for newcomers.	Year 2	<ul style="list-style-type: none"> Ministry of Business, Innovation and Employment Relationship Manager Work Connect Connected Business South Accredited Industry Training Organisations
Collaborate with RSE seasonal staff and their employers to identify key skills gaps (such as leadership) and seek approved provider to fill those gaps.	Ongoing	<ul style="list-style-type: none"> Seasonal Staff Manaaki

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	Timeframe	Who is involved
Promote positive media stories highlighting the benefits of cultural diversity in the workplace.	Year 2-3	<ul style="list-style-type: none"> Central Otago District Council Ministry of Primary Industries Teviot HUB grant Media partners Seasonal Solutions
Encourage positive stories about newcomers in the community.	Year 2-3	<ul style="list-style-type: none"> Welcoming Communities Newcomers groups Seasonal Staff Manaaki Media outlets
Investigate establishing a category at local business awards such as the Central Otago Awards and/or the biennial Grand Business South Awards, to recognize the contributions of a newcomer in business. See 1.6.	Year 2-3	<ul style="list-style-type: none"> Central Otago District Council Business South Local businesses

5.4 Local employers and workforces develop their intercultural competency.

Action	Timeframe	Who is involved
Diversity and inclusion training opportunities are available for local workforces.	Year 2-3	<ul style="list-style-type: none"> Workplace inclusion training Local businesses Local community organisations

5.5 Mutually beneficial connections and initiatives are set up with migrant business people by the local business community and professional networks.

Action	Timeframe	Who is involved
Build connections with local businesses through attendance at business breakfast networks and networking events.	Ongoing	<ul style="list-style-type: none"> Business Breakfast Networks Business South



Clyde School students show their posters to welcome Seasonal Staff

6. CIVIC ENGAGEMENT AND PARTICIPATION

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



Outcomes

6.1 Council's elected members and staff effectively communicate with newcomers to promote their engagement in local government processes.

Action	Timeframe	Who is involved
Develop targeted engagement opportunities for newcomers to learn about and take part in local government processes.	Year 2-3	<ul style="list-style-type: none"> • Central Otago District Council • REAP • Youth Council

6.2 Newcomers are encouraged and enabled to get involved in local government and civil society.

Action	Timeframe	Who is involved
Participate in Adulting 101 to encourage local youth to enrol, vote and be engaged in the election process.	Year 2	<ul style="list-style-type: none"> • Puna Rangatahi • New Zealand Electoral Commission
Support Youth Council candidate forums to provide information about the local election process, voting, and local authority candidates.	Year 2	<ul style="list-style-type: none"> • Central Otago Youth Council • Welcoming Communities • Central Otago District Council

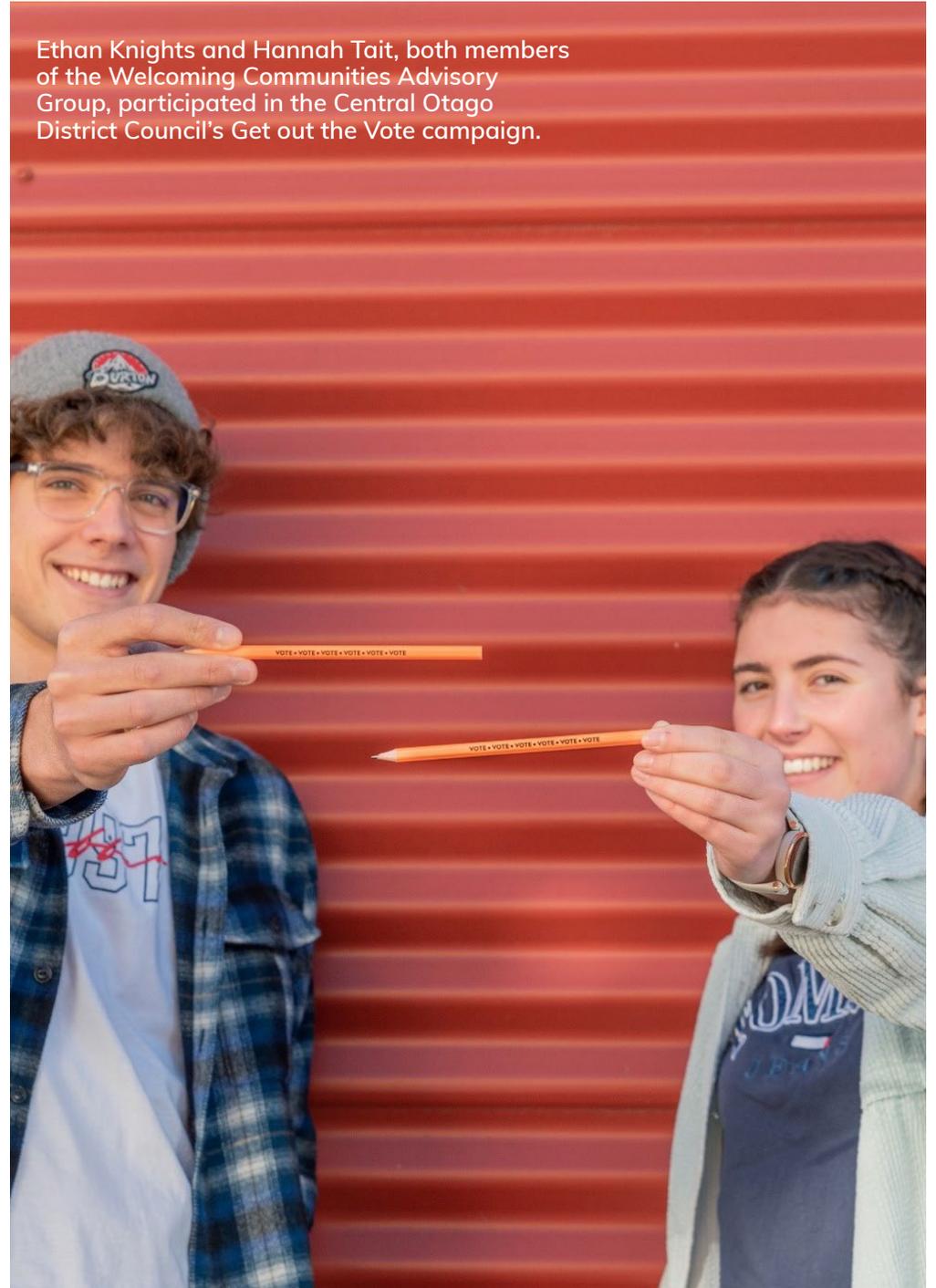
6.3 Newcomers' efforts and achievements in civic participation and community life are acknowledged and celebrated.

Action	Timeframe	Who is involved
Identify opportunities to highlight newcomers role in the community, including RSE seasonal staff.	Year 2	<ul style="list-style-type: none"> • Seasonal Staff Manaaki
Newcomer volunteer contributions are recognised in the community.	Year 2	<ul style="list-style-type: none"> • Volunteer South

Election Education delivered to REAP's Choices class.



Ethan Knights and Hannah Tait, both members of the Welcoming Communities Advisory Group, participated in the Central Otago District Council's Get out the Vote campaign.



7. WELCOMING PUBLIC SPACES

The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community.



Outcomes

7.1 Council's elected members and staff effectively communicate with newcomers to promote their engagement in local government processes.

Action	Timeframe	Who is involved
Council's open spaces strategy reflects cultural diversity in the community.	Year 2-3	<ul style="list-style-type: none"> • Central Otago Youth Council
Highlight locations of mana whenua significance, as well as other ethnic group contributions for community scavenger hunts.	Year 2-3	<ul style="list-style-type: none"> • Uruuruwhenua Health • Museums • Libraries

7.2 Welcoming public spaces provide opportunities to build trust and relationships between newcomers and members of the receiving community.

Action	Timeframe	Who is involved
Partner with local arts groups to create a multicultural mural in a public space where international people gather.	Year 2-3	<ul style="list-style-type: none"> • Central Otago District Council • Central Otago District Arts Trust • Welcoming Communities
Improve accessibility to sporting clubs by encouraging clubs to offer free trials to newcomers or offer 'have a go' opportunities.	Year 3	<ul style="list-style-type: none"> • Sport Central

7.3 Public spaces and buildings create a sense of community ownership.

Action	Timeframe	Who is involved
Support development of story walk in Cromwell.	Year 2-3	<ul style="list-style-type: none"> • Connect Cromwell • Cromwell Library • Te Hau Toka Trust

Artistic impression of the diversity of cultures represented in the Teviot Valley.



8. CULTURE AND IDENTITY

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.



Outcomes

8.1 Receiving communities and newcomers share and celebrate their cultures with each other, facilitated by the council and others in the community.

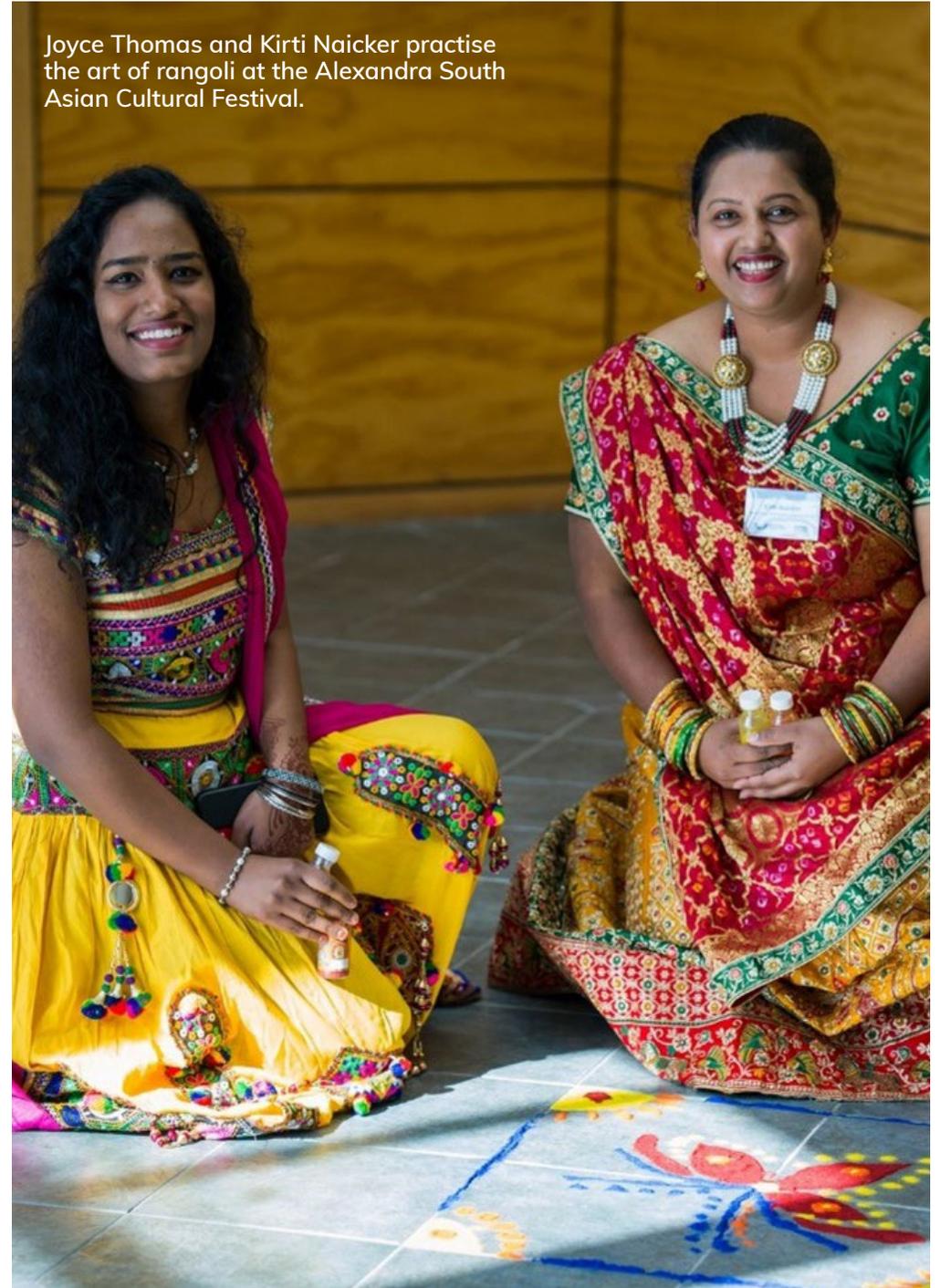
Action	Timeframe	Who is involved
Education providers celebrate the cultural diversity of their students.	Year 2-3	<ul style="list-style-type: none"> • REAP Enviroschools • Schools
Schools participate in multicultural opportunities in the community.	Year 2-3	<ul style="list-style-type: none"> • Welcoming Communities • Schools
Co-host South Asian Cultural Festival with Arasan NZ Trust.	Year 2	<ul style="list-style-type: none"> • Arasan NZ Trust • Welcoming Communities

8.2 Newcomers and the receiving community understand what values they each hold dear.

Action	Timeframe	Who is involved
Appointment of Advisory Group, who represent each of the different parts of the district.	Year 1	<ul style="list-style-type: none"> • Central Otago District Council • Welcoming Communities
Conduct Newcomer Survey.	Year 1	<ul style="list-style-type: none"> • Central Otago District Council • Welcoming Communities
Welcome Workshop series throughout district to identify community priorities. Follow-on Welcome Workshops may be held.	Year 1 - Ongoing	<ul style="list-style-type: none"> • Welcoming Communities



Bronwyn Townsend celebrates Australia Day at Central Otago District Council.



Joyce Thomas and Kirti Naicker practise the art of rangoli at the Alexandra South Asian Cultural Festival.

APPENDIX

2021-2022 Central Otago Stocktake Report
2022 Welcoming Communities Newcomer Survey Report
2022 Welcome Workshop Community Priorities

www.codc.govt.nz/welcome-plan