



Selwyn District Council

Welcoming Plan 2018



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Foreword from the Mayor

Tuhia ki te rangi
Tuhia ki te whenua
Tuhia ki te nga kau
Ko te mea nui
Ko te aroha
Tihei Mauri Ora

Write it in the sky
Write it in the land
Write it in the heart of the people
The greatest thing is love
Behold there is life

Tena koutou katoa



Selwyn is a large district with strong rural heritage, growing towns, and ever increasing diversity.

Each family has its own history and brings a unique vibrancy and life to our community. Love for one another is our motivation for personal relationships and should also drive the way we collaborate on a neighbourhood scale.

Welcoming people into our communities is as important as welcoming new neighbours into our homes. A conversation over a coffee is a great place to start to get to know your neighbour and a good step towards inclusiveness.

This Welcoming Plan is designed to help individuals and whole communities take the initiative and look for ways to include newcomers in community life.

It will shape the way our Council operates and I invite you to become a part of achieving the outcomes together.

Cheers,

A handwritten signature in blue ink, which appears to be 'S Broughton'.

Sam Broughton
Mayor of Selwyn

Welcoming newcomers and migrants

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

What is Welcoming Communities?

Welcoming Communities actively seeks to mobilise and involve local residents in welcoming activities. While previous settlement initiatives have focused primarily on supporting newcomers, this new approach creates bridges between the members of the receiving community and newcomers. Newcomers include recent migrants, former refugees and international students as well as internal migrants.

Activities that welcome newcomers lead to a shared understanding and appreciation of each other – and with that comes positive social, economic and cultural benefits for the participating regions.

The Welcoming Communities programme is being implemented as a small-scale pilot involving nine local councils in five regions. The programme is an initiative of Immigration New Zealand, working in collaboration with the Office of Ethnic Communities, the Department of Internal Affairs and the Human Rights Commission. Depending on the evaluation results, the programme may be rolled out further across New Zealand from 2019/20.



The rationale for Welcoming Communities

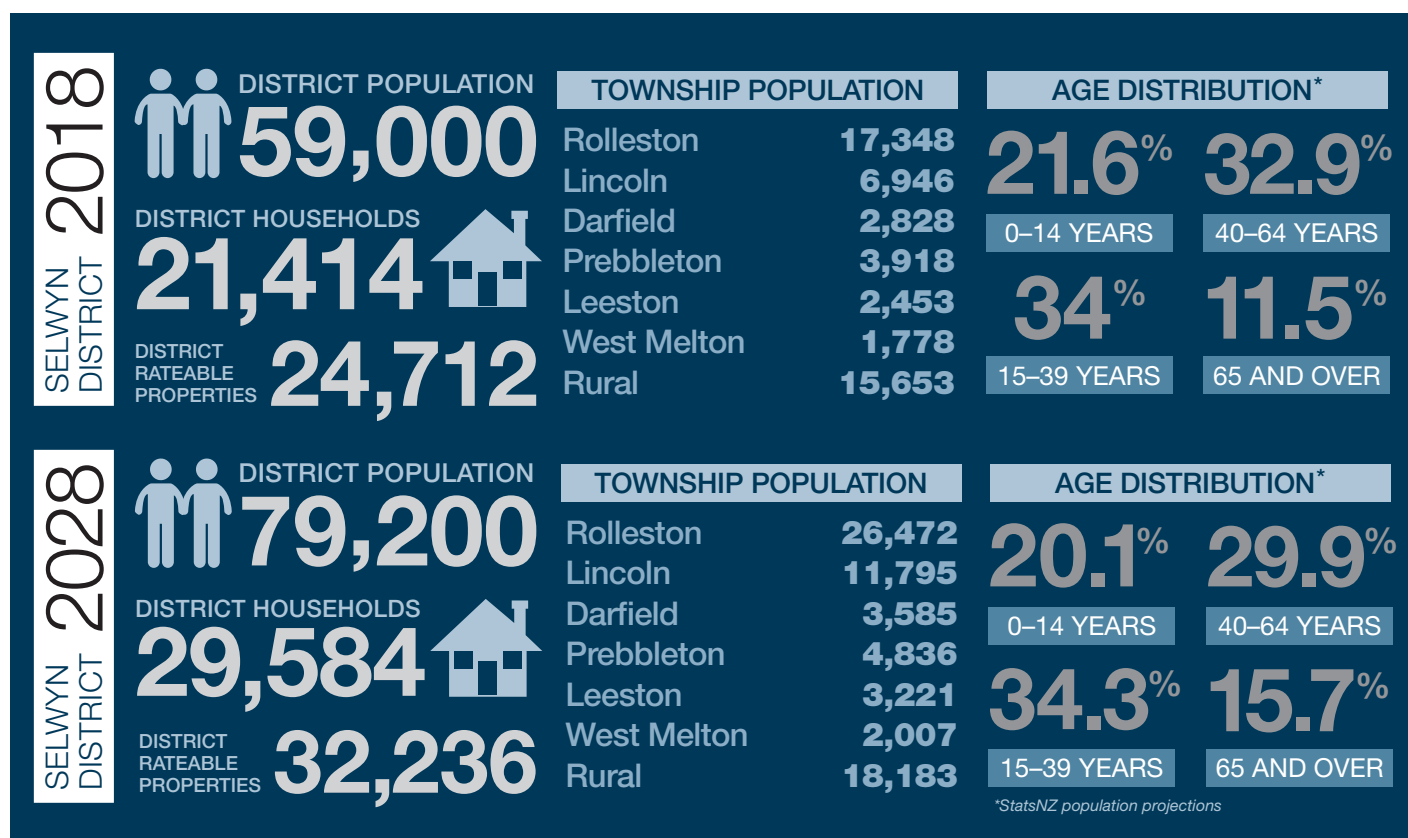
The New Zealand and Selwyn economies depend on attracting newcomers and migrants to fill skill gaps in the workforce. However, the global shortage of skilled workers means people can easily move to work in other regions or countries. Communities that intentionally connect and actively include people from all cultural backgrounds in social, civil and economic life set themselves apart.

Whether they have come for work, study or as refugees, all newcomers arrive here with a strong desire to contribute to their own and to New Zealand's future. The Welcoming Communities programme involves the whole community working together to make this happen. Rather than duplicating effort, the Welcoming Communities programme seeks to validate and build on existing efforts to welcome and embrace the newcomer and migrant community. It also allows for the introduction of new ways to be intentionally welcoming.

At the local level in Selwyn

Local councils and community groups are best placed to understand the complexity and diversity of their communities and to implement solutions that reflect the local context. The Selwyn district has been experiencing extraordinary population growth for several years. This was accelerated by the Canterbury earthquakes, with people moving from Christchurch, along with people arriving from overseas to live in Selwyn and contribute to the Christchurch rebuild. The Selwyn population in 2000 was 27,600 and is now predicted to grow to over 79,000 by 2028.

Reflecting changes in the wider New Zealand population, Selwyn is growing in diversity. Selwyn District Council wants all residents to establish their lives quickly and successfully in local communities, to participate in and contribute fully to the district's social, cultural and economic life and to stay in the district as long-term residents.



Newcomers and Migrants Strategy

In November 2015, Selwyn District Council adopted its Newcomers and Migrants Strategy (the Strategy) after undertaking research and working with a mix of key local community groups and agencies. The Strategy sets the direction and describes goals to be achieved for newcomers and migrants in Selwyn, with the Council working collaboratively with government agencies, non-government organisations, local agencies, community groups and the community. The Strategy's Implementation Plan has been incorporated into the Welcoming Plan for Selwyn.

While the Strategy remains the cornerstone for newcomer and migrant programmes in Selwyn, Welcoming Communities and the Welcoming Plan will complement and enhance what is presently available from the Council and the community. The Welcoming Plan should be read alongside the Strategy document.

The Welcoming Communities Standard

The Standard is a key component of the Welcoming Communities programme, providing councils and communities with a benchmark for what a successful welcoming community looks like and guiding the activities they undertake through their Welcoming Plan.

The Standard is organised around eight outcomes necessary to building a 'Welcoming Community':

1. Inclusive leadership
2. Welcoming communications
3. Equitable access
4. Connected and inclusive communities
5. Economic development, business and employment
6. Civic engagement and participation
7. Welcoming public spaces
8. Culture and identity

Each region will identify the policies, services, programmes and activities it considers are necessary to achieve the Standard's outcomes. A phased accreditation process is being developed to recognise the progress of councils towards meeting the Standard's outcomes and achieving status as a 'Welcoming Community'.

Many of the current Selwyn District Council programmes align with the Welcoming Communities Standard's outcomes and will assist Selwyn in becoming accredited as a 'Welcoming Community' in the future. Local iwi, community groups, sectors, residents and newcomers are now invited to work with the Council to implement our Welcoming Plan.

The Welcoming Plan

By continuing with and building on current newcomer and migrant programmes as well as implementing new Council and community initiatives, Selwyn District Council is confident of achieving the Welcoming Communities Standard. While the Welcoming Plan has a particular focus on residents who have recently arrived from overseas, Selwyn has a large number of new residents from within New Zealand and the intention is to include everyone in the programmes described in the plan.

Selwyn's Welcoming Plan outlines what action is needed under each element to meet the Standard and indicates where the Strategy and Welcoming Communities align. The activities may be led in various ways: Council only, Council in collaboration with community stakeholders, or community stakeholders – which may have local or central government support.

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.

OUTCOME	PROGRAMME	RESPONSIBILITY	TIMEFRAME
1.1 As the indigenous peoples of Aotearoa New Zealand, Māori represented by tangata whenua have a prominent role in Welcoming Plan activities	Extend our current 'Show me Selwyn' ¹¹ tours with a greater focus on Taumutu and Ngāti Moki Marae	Led by Selwyn District Council (Council) staff and Taumutu staff	Investigate adding additional tours to Taumutu by August 2018. Show me Selwyn to commence November 2018 EN
1.2 Leaders – both designated and unofficial – reflect the diversity in the local community, as does the Council workforce	Conduct a Council staff survey to gain a better understanding of who our staff are and celebrate our diversity	Led by Council staff	Survey to be completed by December 2018 and appropriate stories shared via Pipeline starting January 2019 NE
1.3 Leaders model the principles of inclusiveness, openness, tolerance, respect and acceptance of all cultures in the community	Establish greater access and connection to migrant community leaders in Selwyn and Canterbury by continuing to network and foster opportunities to work collaboratively	Led by Council staff with support from advisory and steering group members	Ongoing (Access to migrant community leaders, page 18, outcome 1.4) IP
1.4 There are clear roles, responsibilities and ownership within council and in the wider community for the Welcoming Communities programme	Our already established Newcomers and Migrants Steering Group has written and will help to promote and deliver the Welcoming Plan. Various departments within Council have been and will continue to be utilised	Led by Council staff with support from the steering group and smaller action groups	Consultation with Steering Group to be completed by mid-April 2018, Welcoming Plan set by mid May 2018 and implemented by June 2019 EX
1.5 Council internal and external policies, services, programmes and activities recognise and address cultural diversity	To encourage Council staff to gain a greater understanding of the Māori settlement in Selwyn a range of activities will be explored including possible visits to Taumutu and Ngāti Moki Marae	Led by Council staff and Taumutu staff	Exploratory phase to be completed by December 2018 If needed, implementation to be started by March 2019, subject to funding NE
1.6 A range of leadership opportunities in the council and the wider community are available to and taken up by newcomers	Continue to support the Selwyn Youth Council to ensure their membership reflects the diversity of the Selwyn district including newcomers	Led by Council staff and Selwyn Youth Council	Ongoing EX





1. See Appendices, p.12

IP Newcomers and Migrants Strategy Implementation Plan (including reference to Strategy)	EN Enhanced Programme
EX Existing Programme	NE New Programme

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.

OUTCOME	PROGRAMME	RESPONSIBILITY	TIMEFRAME
2.1 The community is well informed about the local benefits of immigration and the Welcoming Communities programme, including success stories	Film, share and promote a series of 'Selwyn Stories' about newcomers and migrants in the community. This would be complemented by a static display of life-size cut outs ² at district libraries	Led by Council staff with support from community groups to help identify what stories to share	To be released monthly, completed by June 2019 
2.2 The Council is well informed about newcomers to their region and proactively seeks data about newcomers from relevant sources	Draw on the 2018 Census data to develop an updated picture of Selwyn's population, including newcomers and migrants	Council staff and Steering Group to review and use any relevant data as it becomes available and apply to activities	Ongoing 
2.3 The Council's engagement with all residents is two-way, culturally appropriate and fit for purpose	Ensure new Council materials, images and messages reflect and accommodate the diversity in the local community	Council staff	Ongoing 
2.4 Council communication materials and messages are inclusive and reflect the diversity of the local community	Investigate and implement using Language Line, a telephone interpreting service, or similar	Led by Council staff in partnership with the Office of Ethnic Communities	A trial to be in place by September 2018 

2. See Appendices, p.12

3. Equitable Access



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

OUTCOME	PROGRAMME	RESPONSIBILITY	TIMEFRAME
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	To reduce barriers to participating in the Selwyn community explore transportation and outreach services to assist isolated newcomers and migrants	Led by Council staff with support from various Selwyn vehicle trusts and community groups delivering outreach and home-based services	Assessment to be completed by December 2018 with services in place by June 2019, if needed <i>(Investigate the feasibility of transport services for isolated migrants, page 20, outcome 5.6)</i> IP
3.2 All community members are well informed about the services available in the community. Newcomers are made aware of, and are using these services	Develop, launch, promote and maintain the Everything Selwyn ³ website	Led by Council staff with support from the four district community care groups	Website to be launched by May 2018 <i>(Independent newcomers and migrants website developed and maintained / Centralised calendar of events and activities / Set up systems to enable community groups to share information / All community groups are aware of services available for newcomers and migrants and how to refer to them, page 18, outcome 1.2, 1.3 and 2.1, page 19, outcome 3.1)</i> IP

3. See Appendices, p.12

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.

OUTCOME	PROGRAMME	RESPONSIBILITY	TIMEFRAME
4.1 Coordinated, comprehensive and appropriate initial welcoming support services are available from council, other agencies and community organisations	Work with community care groups to produce and distribute a Welcoming Folder to ensure newcomers and migrants have easy access to information about services and support. Each ward could add any local information as needed	Led by Council staff with support from the four district community care groups and other community based service providers	To be completed by September 2018 <i>(Welcome packs supported, developed and distributed via different sources, page 20, outcome 5.2)</i> IP
4.2 The receiving community is well equipped and supported to welcome and interact with newcomers	Work with NZ Newcomers Network to fill vacant volunteer coordinator positions and help establish other newcomer groups around the district using established and new residents	Led by Council staff and NZ Newcomers Network staff with support given to district volunteer coordinators	Ongoing NE
4.3 Members of the receiving community and newcomers build relationships and are at ease with connecting and learning about and from each other	Continue to promote and grow 'Meet your Street' ⁴ within Selwyn, both at council events and locally organised gatherings	Led by Council staff with support from the community to deliver local events	Run annually between November and March EN
4.4 Different cultures are celebrated and people are supported to express their cultural beliefs and customs	Organise a 'Global' football tournament in Selwyn to help celebrate and identify our growing diversity. Encourage all Selwyn sports clubs to engage with newcomers and migrants	A joint event organised by Council and Selwyn United Football Club	Inaugural tournament to be completed by December 2018 and determine the feasibility of an annual event taking place NE

4. See Appendices, p.12

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6. Civic Engagement and Participation



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

OUTCOME	PROGRAMME	RESPONSIBILITY	TIMEFRAME
6.1 The Council's elected members and staff effectively communicate with newcomers to promote their engagement in local government processes	In the lead up to the October 2019 local body elections ensure that eligible newcomers and migrants are aware of the voting process	Led by Council staff with support from the community and Electoral Commission	To be completed before October 2019 EN
6.2 Newcomers are encouraged and enabled to get involved in local government and civil society	Council to continue to host and better promote citizenship ceremonies as a way of acknowledging and celebrating newcomers into the community	Led by Council staff	Monthly events EN
6.3 Newcomers efforts and achievements in civic participation and community life are acknowledged and celebrated	Celebrate the role of newcomers and migrants in Selwyn by exploring with Selwyn Awards event organisers how newcomers and migrants might be acknowledged. This could include local businesses who provide highly valued supports to, that employ a significant proportion of or a successful business owned or operated by newcomers or migrants	Led by Council staff with support from CI Marketing	Feasibility assesment to be completed by June 2019 for the 2020 Selwyn Awards EN

7. Welcoming Public Spaces



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

OUTCOME	PROGRAMME	RESPONSIBILITY	TIMEFRAME
7.1 The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community	Establish, promote and maintain Newcomers and Migrants information points ⁵ in all district libraries that include 'Everything Selwyn' and collateral material	Led by Council staff	To be completed by June 2019 <i>(Libraries to have key information access points for newcomers and migrants, page 18, outcome 1.1)</i>
7.2 Public spaces and buildings create a sense of community ownership and inclusion for all, including newcomers	Council implements a comprehensive consultative process around the design of spaces and facilities, including partnering with local iwi and engaging with the community at varied events and meetings. This ensures all public spaces and places are accessible and welcoming for the whole community, including newcomers and migrants	Led by Council staff using consultation with Selwyn residents and iwi	Ongoing <i>(Cultural diversity to be taken into account when developing spaces and places, page 19, outcome 4.4)</i>

5. See Appendices, p.12

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 culture.

OUTCOME	PROGRAMME	RESPONSIBILITY	TIMEFRAME
8.1 Receiving communities and newcomers share and celebrate their cultures with each other, facilitated by the Council and others in the community	Continue to promote and grow CultureFest ⁶ within Selwyn and beyond	A joint event run by Council and community groups	Ongoing
8.2 Newcomers and the receiving community understand what values they each hold dear	Organise 'Weaving the threads of Community', a blanket that represents Selwyn's different ethnicities supplied by the community. This will be complemented by offering a series of installations/exhibitions and workshops hosted by our newcomer and migrant community	Led by Council staff including Libraries and Art, Culture and Heritage and a variety of community groups and residents	Planning completed by the end of 2018 Programme to be rolled out March 2019 <i>(Cultural celebrations and exhibitions page 19, outcome 4.2)</i>

6. See Appendices, p.12

Appendices

1. Show me Selwyn

Show me Selwyn is a new programme that has been successfully trialled over the past summer involving four district bus tours. Two tours titled the 'Foothills and Mountains' covered the Malvern ward with a lunch stop and history talk at Homebush. Another two titled 'Lake and Pa' covered the Springs and Ellesmere wards, including Te Waihora/Lake Ellesmere and a welcome on to Ngāti Moki Marae.

The tours give newcomers and migrants, as well as more established residents, the opportunity to experience and learn more about the Selwyn district, as well as a chance to meet other residents during the day.

2. Life size cut outs for district libraries sharing 'Selwyn Stories' (sample depiction only)

3. Everything Selwyn

Everything Selwyn is an online directory of community groups and services in the Selwyn district, offering information about everything from local schools and sports teams to special interest groups and events. It will also include practical information for those new to Selwyn and New Zealand, including information about banking, the IRD and health care.

Selwyn's four community care groups in Selwyn will help promote and maintain listings as administrators.

4. Meet Your Street

Successfully run over the past three summers, Meet Your Street was created to give people the opportunity to get to know their neighbours. The programme has two formats, firstly Selwyn residents are invited to organise and host their own neighbourhood gathering supported by funding of up to \$75 for food, non-alcoholic drinks, games, prizes or similar.

The second format involves Council-organised events in a local park offering neighbours a free sausage sizzle, music and games for the children and a community catch up. Both programmes are simply an opportunity to get people out of their houses, to come together in an informal way and make connections.

5. Libraries Newcomers and Migrant Information Points

6. CultureFest

The aim of CultureFest is to celebrate our growing diversity in Selwyn and has taken place the last two years in partnership with the Christchurch Multicultural Council. The last event, which over 3000 people attended, included 20 different stage performances by groups from China, Latin American, Russia, Poland, Iran, India, Brazil, Japan and many others. It also featured over 15 different vendors representing Indian, Spanish, German, Malaysian, Moroccan, Jordanian, Iranian, Russian, Ukrainian foods and many more informational displays.



Acknowledgements

The following agencies and community groups have contributed to the development of Selwyn's Welcoming Plan.

Ashburton District Council
 Canterbury District Health Board
 Christchurch Multicultural Council
 Community and Public Health
 Ellesmere Community Care Organisation
 Immigration New Zealand
 Lincoln and Districts Community Care
 Malvern Community Care
 Ministry of Social Development
 New Zealand Newcomers Network
 New Zealand Police
 Pegasus Health
 Plunket
 Rural Canterbury Primary Health Organisation
 Selwyn Central Community Care
 Selwyn District Council
 Selwyn District Emergency Management
 Selwyn District Libraries
 Selwyn Newcomers and Migrants Steering Group
 Selwyn Parenting Network
 Selwyn United Football Club
 The Office of Ethnic Communities

Welcoming Communities Internationally

Welcoming Communities is part of an international 'welcoming' movement that shares best practice. Similar initiatives operate in Australia (Welcoming Cities), Canada (Cities of Migration), Europe (Intercultural Cities) and the United States of America (Welcoming America).





www.selwyn.govt.nz