

Kāpuia collated feedback (July 2021 to 30 August 2023) – Proactively released November 2023

Since Kāpuia was established in June 2021 the roopu has meet with Government Agencies, Independent Crown Entities (including the Human Rights and Law Commissions) and other relevant institutions. In line with its terms of reference, Kāpuia provides feedback following sessions at Kāpuia hui which is collated in the table below.

Some sessions at Kāpuia hui are with individual agencies and others include multiple agencies (in a panel) to better discuss cross-cutting issues. Where feedback has been provided as part of a panel session this has been noted at the top of that section.

Kāpuia collated feedback		
Month	Kāpuia was encouraged...	Kāpuia considers...
Classification Office – Censorship (Related to the intent of the RCOI report)		
May 2023	<p><i>Joint session with DPMC (the Christchurch Call) and DIA.</i></p> <p>These agencies are working closely together to address harmful digital and online content – albeit within the constraints of current (and somewhat outdated) system.</p> <p>These agencies understand the need for Aotearoa community-derived standards to protect people from harmful content. It was reassuring to hear that harmful content is sometimes banned in New Zealand even when the same content remains legal overseas.</p> <p>It is now more difficult to live stream harmful content. There are new automated safety flags that can stop streaming. Although it is important work continues to encourage more social media companies to integrate this protective technology.</p> <p>The Chief Censor now has the power to put in place Interim Classification Orders and that allows harmful content to be classified and taken offline faster – potentially before it has a chance to become viral.</p>	<p><i>Joint session with DPMC (the Christchurch Call) and DIA.</i></p> <p>Like the Christchurch Call, government agencies should be working to increase their partnerships with a range of countries. This will expose them to a range of perspectives that will enable policymaking to better support different communities.</p> <p>It is important for senior officials and Ministers to proactively speak with the public as a key component of early intervention and education - especially for parents and youth on the dangers of social media and how to protect themselves.</p> <p>Freedom of speech and harmful online content should not be seen in opposition - people have a right to be protected from harmful online content. A social cohesion lens and foundation for future thinking and interventions may be helpful to advance discussions in this area.</p> <p>Many languages are spoken in Aotearoa, New Zealand and more needs to be done to address harmful content in languages other than English. Artificial Intelligence language models may be able to help in future, but there appears to be a current gap. When government agencies working on countering harmful digital and online content hire new staff, foreign language capabilities need to be part of workforce diversity considerations.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How will they consider and respond to Kāpuia’s concerns? • What work is underway to address harmful content on end-to-end encrypted platforms?

	<p>Furthermore, guided by legislation, the censor can ban hateful online content when it contains elements that reach a legal threshold for objectionability and lots of work occurs with international partners to get content removed overseas too. This includes banning gaming content, and the office will continue to assess games as they are released.</p>	<p>These social media platforms continue to pose a challenge for all countries.</p> <ul style="list-style-type: none"> • As Facebook moderation is based on US standards and Aotearoa New Zealand is covered by an office based in Singapore - how are agencies working to ensure teams based overseas understand Aotearoa New Zealand's unique context? • What are the consequences when a platform doesn't take something down after it is deemed illegal in Aotearoa New Zealand? • What work are you undertaking to keeping ahead of trends in these important areas?
<p>Customs– Improvements at the border (Relates to Part 8, Chapter 8 in the RCOI report.)</p>		
<p>December 2022</p>	<p><i>Joint session with Immigration New Zealand</i></p> <p>Immigration New Zealand is continuing to progress to a more customer-centric model and is prioritising being a good partner for Māori as part of its new strategy.</p> <p>Customs and Immigration New Zealand have been addressing the concerns from the Royal Commission of Inquiry (RCOI) report (which Kāpuia refers to as implicit recommendations), in the lead up to and since the report was released.</p> <p>Both agencies have a wide focus on white identity extremism in border risk management and training for border officials.</p> <p>Customs and Immigration New Zealand have increased workforce diversity since the release of the RCOI report and the agencies are implementing anti-bias training for all staff.</p> <p>Immigration New Zealand engages directly with priority groups (including South and East Asian, Chinese and Filipino) and works with multicultural councils and the Ministry for Ethnic Communities to keep communities up to date on any changes made at the border.</p>	<p><i>Joint session with Immigration New Zealand</i></p> <p>That anti-bias training on the front-line should be mandatory for all Customs and Immigration New Zealand staff, not just new staff. Systemic issues of bias at the border cannot be solved if existing staff are not included in a training mandate.</p> <p>Communities and individuals are still confused about the ever-changing immigration policies and would like to see front-line staff more equipped to answer questions, especially when these questions are from people from diverse backgrounds and life experience (including different border systems in other countries).</p> <p>There are still cases known to Kāpuia members, where applicants are having to wait lengthy periods of time for their visa applications to be approved.</p> <p>Kāpuia would appreciate learning more from about:</p> <ul style="list-style-type: none"> • The training of Customs Service and Immigration New Zealand staff on cultural competency, as some Kāpuia members are hearing from communities they engage with that there are still widespread views that officials are not demonstrating empathy or cultural sensitivity at the border. • An explanation of current data collection and profiling rules at the border, to be more confident that specific communities are not being unfairly targeted. • How are complaints against the Customs Service and Immigration New Zealand dealt with, and how lessons are learned, and changes implemented so mistakes are not repeated. • Does either agency identify refugees coming into New Zealand? What support is currently provided to refugees to support them on arrival? And what kind of coordination exists with other agencies that support new refugees settle into a new country?

Department of Internal Affairs - Content regulatory review/Safer Online Services and Media Platforms		
July 2023	<p>DIA has worked to ensure its engagement documents are accessible. The roopu considers this has been successful and notes the accessibility of the documents is impressive.</p> <p>While smaller platforms would not be considered 'regulated platforms' under the proposed framework, there is provision for 'smaller but riskier' platforms to be brought into the proposed framework based on their risk profile.</p> <p>Content generated by AI systems will be treated the same as human produced content.</p> <p>DIA will continue to work with stakeholders such as Kāpuia after the formal consultation period closes on 31 July 2023.</p>	<p>Robust enforcement powers will be vital to ensure there are real consequences for platforms that breach standards (both legal standards and consumer safety standards).</p> <p>Education and awareness raising will be important to the success of the proposed regulator. This will need to be adequately funded to raise public awareness both on how to best manage possible risks and on what to do when harmful content is identified.</p> <p><i>Kāpuia would appreciate learning more from DIA about:</i></p> <ul style="list-style-type: none"> • How the risk profile of 'smaller but riskier' platforms would be assessed under the proposed framework. Could DIA please offer some examples of what might be considered in this risk assessment? • How the effectiveness of the proposed system would be evaluated? • The key themes arising from public engagement and any changes DIA make to the framework in response to public feedback.
May 2023	<p><i>Joint session with DPMC (the Christchurch Call) and the Classification Office.</i></p> <p>These agencies are working closely together to address harmful digital and online content – albeit within the constraints of current (and somewhat outdated) system.</p> <p>These agencies understand the need for Aotearoa community-derived standards to protect people from harmful content. It was reassuring to hear that harmful content is sometimes banned in New Zealand even when the same content remains legal overseas.</p> <p>It is now more difficult to live stream harmful content. There are new automated safety flags that can stop streaming, although it is important work continues to encourage more social media companies to integrate</p>	<p><i>Joint session with DPMC (the Christchurch Call) and the Classification Office.</i></p> <p>Like the Christchurch Call, government agencies should be working to increase their partnerships with a range of countries. This will expose them to a range of perspectives that will enable policymaking to better support different communities.</p> <p>It is important for senior officials and Ministers to proactively speak with the public as a key component of early intervention and education - especially for parents and youth on the dangers of social media and how to protect themselves.</p> <p>Freedom of speech and harmful online content should not be seen in opposition - people have a right to be protected from harmful online content. A social cohesion lens and foundation for future thinking and interventions may be helpful to advance discussions in this area.</p> <p>Many languages are spoken in Aotearoa, New Zealand and more needs to be done to address harmful content in languages other than English. Artificial Intelligence language models may be able to help in future, but there appears to be a current gap. When government agencies working on countering harmful digital and online content hire new staff, foreign language capabilities need</p>

	<p>this protective technology.</p> <p>The Chief Censor now has the power to put in place Interim Classification Orders that allows harmful content to be taken offline faster – potentially before it has a chance to become viral. Furthermore, guided by legislation, the censor bans a lot of hateful online content and work is done with international partners to get content removed overseas as well. This includes banning gaming content, and the office will continue to assess games as they are released.</p> <p>Following 15 March 2019, the Government expanded the remit of DIA’s Digital Safety team to include preventing and countering violent extremism and terrorism. The team can act quickly to remove harmful content when material meets the statutory thresholds.</p> <p>Work is underway by DIA to <i>enable</i> a future regulator to hold social media companies to account and to have hateful material managed from a consumer safety perspective even if it does not meet the usual threshold for illegal content.</p>	<p>to be part of workforce diversity considerations.</p> <p>Kāpuia would appreciate learning more from DIA, the Chief Censor and the Christchurch Call: How will they consider and respond to Kāpuia’s concerns?</p> <p>What work is underway to address harmful content on end-to-end encrypted platforms? These social media platforms continue to pose a challenge for all countries.</p> <p>As Facebook moderation is based on US standards and Aotearoa New Zealand is covered by an office based in Singapore - how are agencies working to ensure teams based overseas understand Aotearoa New Zealand’s unique context?</p> <p>What are the consequences when a platform doesn’t take something down after it is deemed illegal in Aotearoa New Zealand?</p> <p>What work are you undertaking to keeping ahead of trends in these important areas?</p>
September 2022	<p>The core objective of the Department of Internal Affairs’ (DIA) work on content regulation is harm minimisation.</p> <p>The new system for content regulation is being designed for the New Zealand context while being globally aligned to ensure international enforcement and accessibility.</p> <p>‘Content’ is being broadly defined in this review, and a single regime is being considered for eg digital, broadcast, social media, as well as film and publication.</p>	<p>The definition of ‘harm’ when regulating online content should be clearly defined and consistently used and understood across Government. Kāpuia recognises the challenge with agencies agreeing on definitions of harm, especially where legal definitions are not possible. Kāpuia is aware there are many international examples of approaches to address harm but Aotearoa New Zealand needs a unique approach, specific to us. Te ao Māori should be incorporated into the content regulation work to reflect New Zealand’s expectations and context.</p> <p>While understanding timing issues for different workstreams responding to the RCOI, it is important for this stream of DIA’s work to be integrated with Police’s development of a single reporting tool (recommendation 12), Ministry of Justice thinking on definitions of “hate” speech and related offences, and work DIA is charged with progressing on “objectionable” material under recommendation 41.</p>

	<p>Paragraph withheld under s9(2)(f)(iv)</p> <p>Paragraph withheld under s9(2)(f)(iv)</p>	<p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How the team at DIA working on the Content Regulation Review are working with NZ Police on the development of the single reporting tool- recommendation 12. • What international model for defining ‘harm’ have been considered? • When will consultation begin on the definition of ‘harm’.
May 2022	The clarity of DIA’s presentation was appreciated.	Agencies need to actively work together on this mahi – further clarification on links across the work programmes and how DIA’s work links to the work led by MOJ on Hate Speech is needed.
DPMC – Christchurch Call (Related to the intent of the RCOI report.)		
May 2023	<p><i>Joint session with DIA and the Classification Office.</i></p> <p>These agencies are working closely together to address harmful digital and online content – albeit within the constraints of current (and somewhat outdated) system.</p> <p>These agencies understand the need for Aotearoa community-derived standards to protect people from harmful content. It was reassuring to hear that harmful content is sometimes banned in New Zealand even when the same content remains legal overseas.</p> <p>It is now more difficult to live stream harmful content. There are new automated safety flags that can stop streaming. Although it is important work continues to encourage more social media companies to integrate this protective technology.</p> <p>The Christchurch Call is a multistakeholder initiative which involves the governments of 55 countries plus the European Commission, 14 tech companies and multiple partner organisations and civil society experts to eliminate terrorist and violent extremist content online. One important area of work is on updating and testing the incident response framework it developed</p>	<p><i>Joint session with DIA and the Classification Office.</i></p> <p>It is important for senior officials and Ministers to proactively speak with the public as a key component of early intervention and education - especially for parents and youth on the dangers of social media and how to protect themselves.</p> <p>Freedom of speech and harmful online content should not be seen in opposition - people have a right to be protected from harmful online content. A social cohesion lens and foundation for future thinking and interventions may be helpful to advance discussions in this area.</p> <p>Many languages are spoken in Aotearoa, New Zealand and more needs to be done to address harmful content in languages other than English. Artificial Intelligence language models may be able to help in future, but there appears to be a current gap. When government agencies working on countering harmful digital and online content hire new staff, foreign language capabilities need to be part of workforce diversity considerations.</p> <p><i>Kāpuia would appreciate learning more from DIA, the Chief Censor and the Christchurch Call:</i></p> <ul style="list-style-type: none"> • You identified there are currently discussions here and overseas on “re-directing” users from harmful content, how many (and which) platforms are actively working with the Christchurch Call on this important issue? • How will they consider and respond to Kāpuia’s concerns? • What work is underway to address harmful content on end-to-end encrypted platforms? These social media platforms continue to pose a challenge for all countries. • As Facebook moderation is based on US standards and Aotearoa New Zealand is covered by an office based in Singapore - how are agencies working to ensure teams based overseas

	<p>following March 15 in order to quickly bring down harmful live content. The Christchurch Call gains a real diversity of thought and perspectives from the large coalition of countries they work with. The Christchurch Call is also involved in conversations to compare and improve the programmes which tech companies use to “re-direct” users away from harmful content to help promote and empower communities to make a positive difference online.</p>	<p>understand Aotearoa New Zealand’s unique context?</p> <ul style="list-style-type: none"> • What are the consequences when a platform doesn’t take something down after it is deemed illegal in Aotearoa New Zealand? • What work are you undertaking to keeping ahead of trends in these important areas?
<p>DPMC – National Security Workstreams (reform, strategy, NSIPs) R1, 2 and 3</p>		
<p>July 2023</p>	<p>How the National Security Strategy will support agencies to “Act Early” against threats, and the intention it will increase public understanding, participation, and trust and confidence in government.</p> <p>The Strategy will direct agencies to have a stronger focus on system-level prevention of national security threats.</p> <p>Ministers recently considered and agreed on the latest update of the National Intelligence and Security Priorities and that a version will be published online.</p> <p>That international partners have been interested in learning from New Zealand’s experience of publishing and engaging publicly on the National Intelligence and Security Priorities.</p>	<p>Government should release the National Security Strategy as soon as possible, as it should (depending on its final content) help increase public understanding, participation, and trust in the national security sector. The Strategy aligns closely with the intent of the RCOI report to boost public understanding of national security.</p> <p>Government should explain publicly the funding, resourcing and institutional arrangements necessary to deliver on this National Security Strategy and Recommendations 2 and 3 of the RCOI report.</p> <p>In future reviews of the National Security Strategy and the NSIPs, public discussion and consultation should be built into review processes.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>Next steps for the National Security Strategy following Cabinet consideration and any plans to launch this important piece of work and including opportunities for wider public participation and review timings.</p>
<p>March 2023</p> <p>R1-3</p>	<p>From the DPMC team about their current thinking on national security reform proposals as it has enabled the roopu to better understand the current status of the work and the constraints DPMC is working with.</p>	<p>The Royal Commission (RCOI) report outlined clear reasons for change in the national security system and recommended a new National Intelligence and Security Agency, it is disappointing this is not reflected in the current proposals.</p> <p>It is unacceptable that national security reform work has not been prioritised by the Government. Protecting New Zealanders from national security threats relies on the Government prioritising this work and following through on its commitments.</p>

		<p>It was very disappointing to hear DPMC were not invited to make a budget bid to fund this reform. This indicates to the roopu that the urgency of this work is not understood by the Government. This reform is about the safety of Aotearoa and should be a top priority.</p> <p>It is frustrating it has taken so long for specific proposals to be tested with Kāpuia. The roopu is not able to provide advice to the Lead Coordination Minister in a timely way if it is not kept informed.</p> <p>Performance monitoring of the national security system is vital, it needs to be independent from the core agencies and include real leavers to hold it to account. It is important that this performance monitoring is also transparent.</p> <p>National security reform needs to avoid a legacy mindset. Proposals must be forward looking, courageous, innovative and embrace change. New Zealand has the opportunity to provide a leadership role globally on national security reform.</p> <p>The new system must have a culture that encourages gaps to be identified and addressed. This will allow the system to improve over time and be proactive instead of constantly reacting to challenges as they arise.</p> <p>The national security system needs to consider risk mitigation more broadly and should be more closely linked with Ministries such as Health and Disabilities.</p> <p>A common definition of national security needs to be agreed across government agencies, as currently there are many different definitions.</p> <p>Risks need to be the focus over the current “Hazards and Risks” approach because risks can be mitigated.</p> <p><i>Kāpuia would appreciate learning more from DPMC about:</i></p> <ul style="list-style-type: none"> • How the proposals can be future proofed to ensure the system is changing to be able to meet future challenges? • How will these proposals address all the challenges the RCOI identified that led to the recommendation of a national security and intelligence agency? • How can community provide input into the national security system? What mechanisms will there be to improve transparency of the policy process and key decisions?
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<p>February 2023</p> <p>R1-3</p> <p>R17</p>	<p>DPMC is taking a considered approach to ensuring its strategies and other documents are accessible for different communities, and Kāpuia appreciates that DPMC is open to learning new ways to improve accessibility.</p> <p>DPMC has listened to Kāpuia’s past feedback and incorporated it in the National Security strategy and the PCVE strategic framework.</p>	<p>DPMC should monitor how the public interacts with national security information on its website to better identify trends on what is commonly accessed.</p> <p>DPMC should better categorise information from the independent national security public survey to reflect whether there are differences between community groups.</p> <p>The importance of social cohesion should be clearly reflected in the National Security Strategy (in line with the RCOI report).</p> <p>Recommendations 1-3 of the RCOI to be of fundamental importance to improving the national security system in New Zealand.</p> <p><i>Kāpuia would like to know more from DPMC on:</i></p> <ul style="list-style-type: none"> • How the National Security Reform programme of work will be progressing following DPMC discussions with the new Prime Minister as Minister for National Security and Intelligence. • How communities will be able to understand and measure the progress of the National Security reforms. • The different forms of oversight of the 10 intelligence agencies whose work will be guided by the updated National Security Priorities (NSIPs).
<p>October 2022</p> <p>R1-3</p> <p>R17</p>	<p>On National Security Reform:</p> <p>The Department of the Prime Minister and Cabinet (DPMC) had received and reviewed the feedback Kāpuia sent following the most recent national security subgroup on 11 October, and that much of Kāpuia’s feedback aligned with DPMC’s thinking on the issues that need to be covered.</p>	<p>On National Security Reform:</p> <ul style="list-style-type: none"> • Horizon scanning and forward thinking must be an absolute priority given the pace of change in the global strategic environment. • Community input into national security priorities is important to ensure the priorities are meaningful and to build trust with communities. As an example, food security should be explored as a national security issue. Current international instability and climate change have highlighted the importance of this issue for communities. • Agencies need to ensure they are working together and informing each other on relevant pieces of work. Agencies working in silos was a problem highlighted by the RCOI and building a collaborative approach needs to be a priority for all agencies who have a part in national security. • Increasing the diversity of the national security workforce and especially the leadership needs to be a continued focus to ensure the best possible system for the future. • Robust system evaluation measures are important to ensure the community can be confident the reformed national security system is working effectively. Understanding this is proposed for Phase 2, Kāpuia would like to hear more about any proposed evaluation measures when

		<p>they have been developed.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>How learnings from past reports and reviews of the national security system (identified in part 8, chapter 2.5 of the RCOI report) are being incorporated into the current system review. The RCOI highlighted a number of issues which had been raised in previous reviews but not actioned.</p>
<p>September 2022</p> <p>R1-3</p> <p>R17</p>	<p>On National Security Reform:</p> <p>The importance being placed by the Prime Minister and Lead Coordination Minister on the development of options for a new national intelligence and security agency and other work towards implementing recommendations 1-3 of the Royal Commission of Inquiry (RCOI) report.</p> <p>Cabinet considered phasing of the machinery of government in July this year and expects to make initial policy decisions later this year, with further detailed decisions early in 2023.</p> <ul style="list-style-type: none"> DPMC is drawing on matters identified in the RCOI report as well as the specific recommendations to inform the next policy decisions. <p>On the Strategy:</p> <p>DPMC is considering how the Government could be more inclusive by ensuring that material on national security released to the public is written and presented in accessible formats.</p> <p>Cabinet has approved consultation on the development of Aotearoa’s first National Security Strategy and that engagement is underway. It was appreciated that material later included in the Cabinet paper was shared with Kāpuia in a slide pack in July, and the Cabinet</p>	<p>On National Security Reform:</p> <p>A new agency for national security and intelligence should: have the scope of functions to enable integration of thinking on key policy issues across the national security sector, including arising from national intelligence; and needs to be future-focused and have enhanced functions to support horizon scanning and preparing for threats to national security before they become a reality.</p> <p>A new agency requires an uplift in current capability, it must not just move across the current cross-agency coordination model. That will require both a different agency role and responsibilities (including sector, intelligence and assessment integration and advice), and also enhanced governance (with clearer accountabilities and cross-system decision-making and resourcing). A new agency needs to build a diverse workforce that represents all communities across Aotearoa. Kāpuia emphasised increased workforce diversity would enrich the policymaking process.</p> <p>To enhance public participation and grow a nation-wide understanding of national security, a new agency should publish an annual report on the national security strategic environment. There needs to be strong oversight across the national security sector (noting options on whether this should be within or outside a new agency itself have yet to be discussed with Kāpuia), and DPMC apply learnings from the Office of the Inspector General of Intelligence and Security and the ISA review. Performance monitoring across the national security sector is a current gap that needs to be addressed.</p> <p>There are pros and cons for establishing the new agency as a Departmental agency or a standalone department. While a standalone department could help build trust with communities that the new agency is starting afresh, the practical benefits of a departmental agency are clear, including shared infrastructure such as IT and payroll.</p>

	<p>papers will be proactively released soon.</p> <p>DPMC has been engaging with Te Arawhiti during its policy review and with a focus on seeking better outcomes from engagement with Māori and on appropriately reflecting Te Tiriti in policy.</p>	<p>DPMC could consider a phased approach to establishing the new agency, including by starting as a Departmental Agency before moving to a standalone model.</p> <p><i>Kāpuia would appreciate learning more from DPMC about:</i></p> <ul style="list-style-type: none"> • The specific option/s DPMC proposes Ministers should decide on, especially the decisions to be made this year. • What functions (including new functions) DPMC has identified a new agency will need to be ready for the future and to make a safer Aotearoa New Zealand? And what are the implications of these functional responsibilities for the rest of the national security sector? • How DPMC is considering phasing for the establishment and ongoing development of a new agency? <p>On the Strategy:</p> <p>A requirement for Government agencies to be more transparent on national security priorities, policies, and practices (such as the Government of Canada’s National Security Transparency Commitment), would be a positive step forward.</p> <p>For Aotearoa New Zealand, a transparency commitment on national security matters should:</p> <ul style="list-style-type: none"> • reflect a te ao Māori approach in its design and reflect te Tiriti o Waitangi; • be developed in consultation with a diverse range of communities across Aotearoa New Zealand, and ensure these discussions include how information is made accessible as well as transparent; • provide clarity to the public on what information they can expect to be made available, while ensuring there is a balance to prevent exploitation and vulnerability when national security information is released; and • be developed in such a way that requires government departments to produce policy work in plain language so that a diverse range of people from outside the national security or government sector can understand national security activities. <p>It would be a step in the right direction to demonstrate how feedback from public consultation is incorporated into the national security strategy at the point in time the strategy is finalised for Government approval then public release. Additionally, the Government should provide easily accessible information on New Zealand’s security classification system.</p>
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<p>May 2022 R1-3 R17</p>	<p>To hear DPMC’s description of how a new agency will need to focus on a range of issues, including counter-terrorism, and that it will look to address the system gaps and failings identified by the RCOI report.</p> <p>To hear how work was progressing towards a National Security Strategy and saw this future document as a foundational piece of work to be implemented through machinery of government change (recommendations 1-3).</p>	<p>The following areas would be helpful to have a deeper understanding going forward:</p> <ul style="list-style-type: none"> • how risk is being considered in the machinery of government work and alongside this, an update on considerations towards improving horizon scanning would be helpful. • how on short, medium, and long-term outcomes are being considered by DPMC in relation to this work <p>The DPMC team working on the RCOI response and impact framework should consider integrating the following area into the measurement framework:</p> <ul style="list-style-type: none"> • Capacity and capability, enabled by funding, and how these change over time. • Building channels of communication with communities and maintaining these over time- this will be crucial going forward to help build and maintain trust and confidence. <p>It would be helpful to hear back from DPMC on lessons learned following korero with Kāpuia – it has been helpful in the past when we have had this kind of reflective feedback from other agencies such as MSD, this is something the Secretariat could follow up on.</p>
<p>November 2021 R1-3</p>	<p>To hear about the importance of having a Te Ao Māori framework, and to hear that engagement has commenced to inform the National Security Strategy review.</p>	<p>There is still a need for the Government and government agencies to build trust with communities, not just to engage with or consult them. Some members considered their questions about the changes that should occur to machinery of government remained unanswered.</p>

DPMC - Countering terrorism and violent extremism strategy (R4)		
February 2023	<p>DPMC is taking a considered approach to ensuring its strategies and other documents are accessible for different communities, and Kāpuia appreciates that DPMC is open to learning new ways to improve accessibility.</p> <p>DPMC has listened to Kāpuia’s past feedback and incorporated it in the National Security strategy and the PCVE strategic framework.</p> <p>DPMC is taking a uniquely Aotearoa New Zealand approach in the PCVE strategic framework and that the fund which will aim to help communities and civil society groups in PCVE efforts will be open soon.</p>	
November 2021		There is still a need for the Government and agencies to build trust with communities rather than focusing solely on engagement and consultation. There is a need for New Zealand-based solutions, not relying only on methodologies and language developed overseas.
DPMC – Intelligence and Security Act Review (R18) <i>See also Independent Reviewers of the Intelligence and Security Act</i>		
July 2023	<p>That the response to the ISA review is jointly led by the Prime Minister and the Minister in charge of the GCSB and the NZSIS. DPMC will lead the policy and legislative process, as its role is to administer the ISA.</p> <p>Work is underway to consider the 52 recommendations of the ISA review and that there will be opportunities for Kāpuia to engage with DPMC as it considers each recommendation or group of recommendations - before the Government makes formal decisions on necessary changes (noting these are unlikely to all be progressed together).</p>	<p>Given the amount of further policy work required to consider and then implement recommendations of the ISA review, adequate resources should be allocated to ensure this work can be completed in a timely manner.</p> <p>The ISA review recommendations that seek to improve human rights should be given close consideration.</p> <p>Independent oversight is a key component of any strong national security system and the ISA review recommendations to improve the Intelligence and Security Committee should be given increased focus like other recommendations that align with the RCOI.</p> <p>Where the ISA review makes different recommendations to the RCOI report, DPMC should carefully consider both reports to inform advice to Ministers.</p>

		<p>Work to continuously improve legislation on national security issues to be of vital importance. This aligns with the boarder intent of Recommendation 18 of the RCOI report.</p> <p>Given legislation is complex and hard to understand, more work needs to go into ensuring the NZSIS and GCSB speak publicly about how they work in accordance with the law – and so that the public can better understand this authorising environment, how they can engage with it, and comment on performance under it. Kāpuia will give further consideration too to the areas of the proposed changes that are priorities for it to engage on.</p> <p>Recommendation 9 of the ISA Review on expressing a duty of candour in the legislation is important and needs more thinking – including with inter-related issues of privacy etc.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • DPMC’s progress on responding to the ISA Review recommendations and the direction this work takes as DPMC receives advice from Ministers. Kāpuia would appreciate continuing to engage with the team responding to the review.
May 2022	The reviewers [of the Intelligence and Security Act] were open to engage with Kāpuia on an ongoing basis while the review of the Act is underway.	It will be important to bring increased clarity to the Act to help it be applied fairly across all ethnicities.
March 2023	<p>The Intelligence and Security Act (ISA) Review has addressed (although yet to be seen) matters raised in RCOI Recommendations 6 (on strengthening the role of the Intelligence and Security Committee), 10 (on direct access agreements) and 17 (related to the National Security Intelligence Priorities).</p> <p>Cabinet will be unlikely to announce a pre-decided work programme when the ISA review is released public and there will be further opportunities for Kāpuia to engage with DPMC on the response to this review.</p>	<p>It is disappointing the ISA Review report has still not been tabled in Parliament; it is important politicians from all parties have visibility of the findings of this review and the public can engage with the Government on a planned response to the review.</p> <p>Community consultation on the response work programme for the ISA review will be important, including for the security agencies to keep building trust and confidence with the public.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • The timeframe for decisions to be made by government about which of the recommendations of the ISA Review report will be accepted, which recommendations will be addressed first and the expected timeframe for implementation, including any necessary legislative changes?

DPMC – Intelligence and information (R5, 9, 10 and 11)		
March 2023		<p><i>Joint session with the NZSIS, GCSB and NZ Police.</i></p> <p>Independent and transparent performance monitoring of the intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p> <p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>DPMC’s coordinating role within the national security system is vital for ensuring agencies are collaborating on crosscutting operational issues and to provide a strategic overview of the counter terrorism system for other agencies.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How DPMC is ensuring its coordinating role in national security is effective in the absence of a NISA or other national security reform? • How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?
DPMC – RCOI Response Outcomes Framework (ROF): A framework to measure the impact of the RCOI response.		
July 2023	<p>The DPMC team had taken Kāpuia’s input from its June online session, where members provided examples of key steps that would need to be taken to get closer to the desired impacts in the Response Outcomes Framework impact statements and had built these into expanded multi-step processes.</p>	<p>The Response Outcomes Framework will be an important step to help both Government and communities understand and monitor the impact of the RCOI response over time. When thinking about the implementation of thematic areas of the framework, Kāpuia sees the following areas as requiring priority focus:</p> <p><i>On National Security:</i></p> <ul style="list-style-type: none"> • Establishing a clear timeline for a National Security and Intelligence Agency and appropriate governance arrangements (RCOI Recommendation 2 and 3). • Work to consider and implement improvements to the Intelligence and Security Act (ISA)

		<p>following the review, especially recommendations that seek to improve independent oversight. It would be helpful too if the ISA was more ‘accessible’ and therefore could be better and more easily understood by the public. Separately, a system-wide performance management framework and independent monitor must be actioned.</p> <ul style="list-style-type: none"> • Publishing the National Security Strategy will be a key enabler to long term progress not only in preventing and countering violent extremism but also to building greater resilience against wider national security risks and threats. <p><i>On Preventing and Countering Violent Extremism:</i></p> <ul style="list-style-type: none"> • Again, the top priority would be establishing a clear timeline for a National Security and Intelligence Agency and appropriate governance arrangements (RCOI Recommendation 2 and 3). • Increasing knowledge of risk factors to help identify solutions with commonly understood flexible and accessible definitions. • Publishing the National Security Strategy will provide stronger guidance to national security agencies to “Act Early” and give more focus to prevention efforts. Progressing the Preventing and Countering Violent Extremism Framework and revised PCVE Strategy will also be important. <p><i>On Reducing Hate-Motivated Crime and Increasing Community Safety:</i></p> <ul style="list-style-type: none"> • Building trust and confidence in national security agencies so people trust agencies enough to report incidents. • The public and government agencies work together in partnership to make communities safer. • Respectful public discussion on acceptance, diversity and social cohesion includes all sectors of society. <p><i>On Social Cohesion:</i></p> <ul style="list-style-type: none"> • Building trust and confidence in national security agencies so people trust agencies enough to report incidents. • Facilitate inclusion with age-appropriate learning across communities. Having resources in accessible formats will be essential to support this.
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		<ul style="list-style-type: none"> • People in leadership roles reflect diversity across New Zealand. <p>To enable these areas to be successful it will be important to:</p> <ul style="list-style-type: none"> • Be clear on priority areas of focus for agencies so that funding and resources can be allocated in areas that need advancing. • Adequately fund communities and government agencies to deliver programmes. • Ensure where the Government decides not to allocate funding, Ministers are open, transparent and accountable for what has guided those decisions. • Provide transparent career pathways and accessible training to enable workforce diversity in leadership positions across government agencies. • For DPMC to continue to provide a coordinating function for the national security sector in the interim, while a National Intelligence and Security Agency is still to be established. • To continue government agencies' focus on cultural competency and cultural safety and for it to become more of a focus for civil society. • Identify and fill data gaps to enable decisions to be made from a good evidence base. • Prioritise accessible formats for information across all focus areas, without this some groups will be left behind and their perspectives will not be included to enrich processes. <p><i>Kāpuia would appreciate learning more about:</i></p> <p>The next steps for the framework as it progresses towards consideration by the Lead Coordination Minister and Cabinet and how the roopu could stay involved in the process.</p>
December 2022	<p>The purpose of the ROF is to help communities hold the Government accountable for the implementation of the RCOI recommendations and to help guide Government decisions and to make meaningful progress on the RCOI response overtime, and to clarify how communities can participate and contribute to the vision/s and outcomes.</p> <p>DPMC is in the process of further developing the draft and refining it to make sure it can be applied appropriately to achieve the outcomes of the</p>	<p>In terms of the overall framework:</p> <ul style="list-style-type: none"> • Everyone in Aotearoa should feel connected, protected and included. • Accountability and the proper use of a strategic framework need to be explained. • Co-design for the next generation is key. • It should support all people to achieve their potential. • Te Tiriti should be included as a foundational component within the framework and in a way that is easy to understand. • It is important for the final framework to be simple and easy for communities to use and for the framework to explain how all communities were included in the framework's development.

	<p>framework.</p> <p>Paragraph withheld under s9(2)(f)(iv)</p> <p>DPMC is considering what next steps to take to monitor the use of the framework and ensure it is implemented authentically.</p>	<p>More clarity is required on:</p> <ul style="list-style-type: none"> • How DPMC plans to encourage communities to participate in this work and increase their trust towards it? • How can the concept of Te Tiriti be incorporated appropriately in the framework, considering the understanding of what it means can vary for different communities? <p>On the vision – it is important that the framework considers:</p> <ul style="list-style-type: none"> • He waka eke noa - A safe, inclusive and diverse Aotearoa New Zealand (we are in this together). • It should embrace the philosophical intent of Te Tiriti: Peace and Harmony for all New Zealanders. • The final framework should demonstrate a clear theory of change so that outcomes can be achieved successfully over time. • Ownership for the framework is important and the owners ideally need to be involved in the development of the framework. • That it is important for the framework to be evaluated over time to see whether it remains fit for purpose and to measure the progress and impact of its work. There should be more regular check-ins and milestones than once every 5 years.
<p>DPMC – Policy Community Engagement Tool (R38)</p>		
<p>May 2023</p>	<p>DPMC considers the community engagement tool is effective in supporting government agencies design IAP2-based community engagement, although only a small number of agencies have used it to develop plans for some 28 engagements (including discussing with community groups how it would be best to engage with them).</p>	<p>The tool, as well as good practice on community engagement, must evolve and improve over time, it will not stand still. Community engagement must be specifically designed for a particular issue, one-size does not fit all.</p> <p>While Kāpuia was consulted on the development of the Community Engagement Tool in 2021 (and understands it has so far only been required to be used by RCOI response agencies), and there is significant support for the tool to be rolled out more widely, the tool first needs to be enhanced:</p> <ul style="list-style-type: none"> • Agencies need to feel empowered to use Collaborate (or codesign) and Empower under IAP2 to support policy development processes, not rely only on Consult, Involve and Inform. There still appears to be hesitancy in this area. • When government agencies engage with communities, they need to ask the community

		<p>organisation who their trusted voices are, not just rely on engaging with voices the agencies trust. ‘Trusted voices’ might not be the same for agencies and communities.</p> <ul style="list-style-type: none"> • It is important that agencies ensure engagement is meaningful for themselves as well as the communities they are engaging with. Agencies should measure the success of the engagement both before (setting measures of success) as well as after the process. • Further and more detailed analysis on the use of tool, wider training for agencies, information for communities about IAP2 and how to engage with it, and allocating specific resources for improving engagement capability across government will all enable continuous improvement. • Good practice examples must be shared along with the wider roll out of the tool through the PSC model standard. Kāpuia is available and willing to work with DPMC/PSC to advise where to look for good practice examples. • Evaluation of the use of the tool should not sit within the Public service alone, as it is something they are implementing themselves (“marking their own homework”). The tool should also include reflections from communities on the value of the engagement. Overall assessment could sit with a more independent monitoring agency such as the Auditor-General. <p><i>Kāpuia would like to know more about:</i></p> <ul style="list-style-type: none"> • How DPMC and PSC will address the concerns identified above. • A wider rollout of the tool and the IAP2 framework for government agencies will be more successful if it is accompanied by more training and resources to support meaningful engagement. How will PSC ensure it is properly understood by agencies and communities, and adopted by agencies beyond RCOI? • How will the model standard be developed to ensure that community engagement processes are tailored to suit the needs of different communities or different scenarios that agencies are engaging on?
DPMC – National Security Workforce Diversity (R38)		
July 2023	<p><i>Joint session with the Public Service Commission.</i></p> <p>The National Security Workforce team has established an Ethnic Staff Reference Group and that currently includes over 30 members with people from 9 different birth countries and 13 different ethnicities from 15</p>	<p><i>Joint session with the Public Service Commission.</i></p> <p>The work of the DPMC National Security Workforce team should be given increased priority. Increasing diversity and inclusion across the national security sector will take time and is a key priority arising from the RCOI report.</p>

	<p>agencies. This group provides a forum for members to share experiences of recruitment, day-to-day work and challenges in the public service.</p> <ul style="list-style-type: none"> • The Reference Group provides a forum for members to share insights on what an ideal national security community looks like and what actions are needed moving forward. • The National Security Workforce share their feedback with the ethnic diversity interagency working group (which is made up of representatives from the nine Security and Intelligence Board agencies) to test possible sector initiatives to increase diversity and inclusion. <p>The first dashboard of National Security Community workforce diversity data has been collated and DPMC are working towards releasing the data online. Establishing a baseline of data is an important first step to understand trends in the National Security workforce diversity over time.</p>	<p><i>Kāpuia would appreciate learning more about:</i></p> <p>Given the current limitations that make it harder for those who have arrived in New Zealand within the last 10 years to gain a National Security Clearance:</p> <ul style="list-style-type: none"> • What roles exist across the National Security Sector where people can effectively contribute without a clearance? Opportunities outside the clearance system are currently not well understood by the public. • Would it be possible for someone with a refugee background to receive a national security clearance? While each case is unique, can Kāpuia be provided with an example of what criteria would need to be met for this situation to be possible? • How is the Security and Intelligence Board working to address the challenges that have been identified to national security sector workforce diversity?
DPMC – Foreign Interference		
August 2023	<p><i>Joint session with the Ministry of Justice.</i></p> <p>New Zealand has a country neutral approach to foreign interference which is based on feedback from what communities in New Zealand are experiencing.</p>	<p><i>Joint session with the Ministry of Justice.</i></p> <p>The recently released NZSIS Threat Assessment has made information on foreign interference more accessible to the New Zealand public. It is important that the public are informed so they can more easily identify risks to their communities.</p> <p>More work could be done to inform the public on foreign inference risks including the mobile applications and online platforms susceptible to monitoring and or censorship from foreign actors.</p> <p>More work should also be done to make public servants and local government officials aware of the risk of foreign interference and how to best mitigate these risks in their work. This includes procurement processes and when accessing external funding.</p>

		<p>It is important agencies take time to understand the range of community views on foreign interference, including finding trusted voices within communities.</p> <p>Given the sensitivities surrounding issues of foreign interference, it will be vital that community engagements are undertaken by officials with the experience and cultural understanding to support a safe and positive engagement process.</p> <p>It is important for public service recruitment processes to vet potential employees to ensure they do not have an allegiance to a foreign government. Understanding of such a process would help to build trust in New Zealand’s public officials for some in ethnic communities.</p> <p>It will be important for agencies to think about how to protect faith communities as well as ethnic communities from possible foreign interference.</p> <p>It would be worth considering if something like the Australian “Foreign Influence Transparency scheme” would be helpful in the New Zealand context.</p> <p>As well as the rights of victims of foreign interference, it will be important for the Ministry of Justice think specifically about how to support the rights of victims of terrorism.</p> <p><i>Kāpuia would appreciate learning about:</i></p> <p><i>On raising awareness about foreign interference:</i></p> <ul style="list-style-type: none"> • How will DPMC mitigate the risk that raising public awareness about foreign interference further stigmatises some communities? • How are agencies taking an all-of-government approach to this issue? Are the relevant Ministers being actively engaged? <p><i>On social media and technology:</i></p> <ul style="list-style-type: none"> • What is being done to protect people from foreign interference on social media platforms? • Is the influence of very large corporations being considered through a foreign interference lens?
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Education Review Office (R36)		
<p>August 2023</p>	<p><i>Joint session with the Ministry of Education</i></p> <p>The Ministry of Education supports the findings of the ERO report and noted it brought the human story to life. The Ministry has already started to address the findings and acknowledges ongoing work will be required.</p> <p>The curriculum refresh is encouraging schools to adapt their teaching to support the communities they serve.</p>	<p><i>Joint session with the Ministry of Education</i></p> <p>The ERO LTIB outlines a compelling case for change and bold policy decisions will be needed going forward to increase social cohesion and safety, and reduce racism in New Zealand schools.</p> <p>The background of Recommendation 36 of the RCOI to be vitally important in supporting learners. The RCOI notes: <i>New Zealand’s education system provides an opportunity to empower children and young people by providing them with skills to understand diversity, consider more inclusive approaches and self-regulate.</i></p> <p>On the curriculum...</p> <ul style="list-style-type: none"> • It will be important for the Ministry of Education to prioritise work on addressing the findings of the report, including implementing any changes to the curriculum to help address issues identified. • The “Challenging Racism Toolkit” available to schools for year 9 and 10 students should be reviewed in light of the findings in the ERO report to see where it could be strengthened. • Additionally, more consideration should be given to teaching about racism and inclusivity in primary schools. Teaching children at a young age has the potential to build early understanding and start conversations at home to help bring about social change. • More work could be done to support schools to teach more inclusive content on Language weeks. While these weeks are important to help raise awareness about a specific language, schools could be better supported to build understanding about the diversity of languages spoken within a given country. This would help make children from ethnic groups who do not speak the majority language feel more included. <p>Regarding teachers...</p> <ul style="list-style-type: none"> • Equipping teachers with the skills they need to do their jobs successfully so children feel safe and included will take time to implement. A sustained effort will be crucial to effect change. • Intersectionality of identity and multi-ethnicity demographics need to be considered when supporting learners.

		<p>On future LTIBs...</p> <ul style="list-style-type: none"> Religious diversity in New Zealand schools should be explored in a future LTIB by the ERO as for some children faith and ethnic identities are not easily separated. Recommendation 36 of the RCOI talks about allowing learners opportunities to learn about the value of ethnic and religious diversity, but the 2023 LTIB did not include religious diversity in scope. Future surveys of early childhood education centres should be considered. The 2023 findings focused on primary and high-school students. It is important to understand how early in education racism and bullying are occurring and what can be done at the early childhood level to equip children from a young age. Data should be analysed through an intersectionality lens as children with disabilities from minority ethnicities can face extreme forms of bullying. <p><i>Kāpuia would appreciate learning more on:</i></p> <ul style="list-style-type: none"> How is ERO considering lessons learned from this first LTIB and how will these help inform future projects? What changes is the Ministry of Education recommending or implementing as a result of the findings of this LTIB?
<p>GCSB – Intelligence and information (R9, 10, 11)</p>		
<p>March 2023</p>	<p><i>Joint session with the NZSIS, DPMC and NZ Police.</i></p> <p>The GCSB is using its technical capabilities to support other government agencies identify domestic threats as outlined in Part 8 of the RCOI report.</p> <p>Workforce diversity statistics are improving in both the NZSIS and the GCSB, and that this continues to be a priority with both agencies acknowledging there is still work to do in this area.</p>	<p><i>Joint session with the NZSIS, DPMC and NZ Police.</i></p> <p>Independent and transparent performance monitoring of the intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p> <p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>While it is positive the intelligence and security agencies are seeking to improve their te ao Māori capabilities, it is important to note that the Iwi Chairs Forum cannot make decisions on behalf of Iwi and more extensive engagement with Māori is required.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather</p>

		<p>than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>How DPMC is ensuring its coordinating role in national security is effective in the absence of a NISA or other national security reform?</p> <p>How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?</p>
<p>He Whenua Taurikura Trust (R14, 15 and 16)</p>		
<p>May 2023</p>	<p>There was a competitive selection process to select board members and that two of six members were able to bring Te Tiriti perspectives to board discussions, spanning research to planning the annual He Whenua Taurikura hui on preventing and countering violent extremism and counter-terrorism.</p> <p>Early planning is underway for the third He Whenua Taurikura hui for late 2023 in Wellington. This includes goal setting for what the third hui will achieve and planning to incorporate a diverse range of voices into the planning process.</p>	<p>The second He Whenua Taurikura hui showed a step change (up) in planning, organisation and delivery and there are opportunities for showing continuous improvement in the third hui later this year, including:</p> <ul style="list-style-type: none"> • Involving youth and rangatahi in formal conversations early in the planning for the third hui as well as having a presence at the hui. • Focusing on the quality of workshops over quantity. While there was much interesting and helpful content at the second hui, allowing more time for interaction and discussion with the audience could give richer outcomes to the third hui. • Work to provide Ministers options on National Security Reform spanning RCOI recommendations 1-3 should include longer-term considerations of keeping He Whenua Taurikura funded and resourced. • A possible theme for the third hui could be a focus on youth. This could include social cohesion opportunities, understanding and addressing, from a position of strength, mis and dis-information on social media, and specific interventions focussed on youth. • A thread of how Te Tiriti could and should be integrated could also be weaved through the sessions. <p><i>Kāpuia would like to learn more about:</i></p> <p>They key issues the He Whenua Taurikura Trust Governance Board is focused on and where the board sees opportunities for Kāpuia to support and provide advice on the range of important mahi to prevent and counter violent extremism and counter-terrorism.</p>

Human Rights Commission – Race Relations Commissioner (Discussions relate to the intent of the RCOI report.)		
March 2023	<p>The Commissioner emphasise the urgent need for all communities to have legal protections from hate speech, hate crime and discrimination.</p> <p>About the new Whakamana Hāpori programme which helps participants to build their understanding of Human Rights and Te Tiriti and how to apply them in a specific context.</p> <p>The Human Rights Commission is thinking about the future of governance in New Zealand and is interested in hearing from all New Zealanders on their perspectives of governance.</p>	<p><i>Kāpuia would appreciate learning more about work the Human Rights Commission it is doing to:</i></p> <p>Advocate on behalf of all communities for the Government to increase the speed of work on hate speech, hate crime and discrimination protections.</p>
September 2022	<p>The Race Relations Commissioner has agreed to attend Kāpuia hui periodically to discuss topics of common interest on the response to the RCOI report, and the Secretariat will work with the HRC to arrange that.</p> <p>A human rights and race relations perspective would be applied to the HRC’s discussions with Government agencies and vulnerable communities on the RCOI response.</p> <p>That mana is at the forefront of the HRC’s work, and that Mr Foon acknowledges Hauora Māori is an important method to tackle inequality and hate.</p>	<p>Support government agencies to build ethnic communities’ trust in the Government, which has historically been impacted due to past experiences.</p> <p>Support schools to encourage New Zealand’s children and youth (especially those who are diverse or vulnerable) to be proud of who they are - including in their culture, religion, disability or identity. Help the Government address disparities with diversity (including but not only ethnic diversity) in the workplace, especially in senior or executive level positions. Including how can possible career pathways be shared with migrants and people from diverse backgrounds who would like to join the Public Sector?</p>
Independent Reviewers of the Intelligence and Security Act (R18)		
October 2022	<p>The protection of New Zealand’s democratic institutions is in the ISA Review’s proposed definition of national security. The definition of national security is similar to what had been defined by the Royal Commission of Inquiry, and the ISA Reviewers have consulted with academics and agencies (including</p>	<p>Building community trust and confidence in the intelligence and security agencies is important and hopes legislative amendments proposed by the Reviewers (if adopted) will act as a catalyst for agencies to engage with communities more meaningfully on national security. It could be helpful for the definition of national security in the ISA to include specific examples of activities covered by the definition (for example terrorism or espionage), and to explain what is not</p>

	<p>DPMC) for their contributions in defining ‘national security’. It is important that definitions are consistent and are collaborated on across agencies.</p> <p>The ISA Reviewers are considering making complying with an investigation by the Intelligence and Security Committee a requirement for intelligence and security agencies.</p> <p>Alongside the ISA Review there will be an explanatory document that sets out more considerations on diversity in Aotearoa and within agencies. The proposed changes to the Intelligence and Security Committee membership and role sound positive and, if adopted, should enable stronger oversight of the intelligence and security agencies.</p>	<p>included.</p> <p>A recommendation on agencies reflecting New Zealand’s multi-cultural and diverse society should be well-defined to ensure fair and equitable outcomes for all diverse groups. The Reviewers should also look to include ‘faith’ in any recommendations on or references to New Zealand’s multi-cultural and diverse society.</p> <p><i>Kāpuia would appreciate learning in the future:</i></p> <ul style="list-style-type: none"> • How will the Reviewers propose that potential amendments to sections 3 and 17 of the ISA (to include requirements for agencies to recognise Te Tiriti and reflect New Zealand’s multi-cultural and diverse society) should be interpreted and implemented (consistently) by intelligence and security agencies. • How will the measures the ISA Reviewers have recommended produce fair and equitable outcomes for diverse people and communities?
September 2022	<p>The purpose of the ISA review is to ensure trust is built and agencies are supported to be transparent and serve New Zealand effectively.</p> <p>The Reviewers are interested in improving “democratic” oversight to improve the effectiveness of the Intelligence and Security Committee and sector.</p>	<p>It is important that the review looks at mistakes (including by the GCSB and NZSIS) from the past when reviewing the legislation, to limit the chance of the same or similar mistakes being made again.</p> <p>Diversity is important within the intelligence and security agencies workforce, intelligence gathering and assessment functions. More effort should be put into this space and it should be highlighted in the review. This is important to build more confidence in the system and in the agencies themselves.</p> <p>Relationship building is an important component of the ISA review, this will help give communities more confidence that the agencies are being guided by clear legislation. The review is an opportunity to change the narrative, i.e., the agencies and communities are on the same team – for a safer and more inclusive Aotearoa New Zealand.</p> <p><i>Kāpuia would appreciate learning more from the Reviewers about:</i></p> <ul style="list-style-type: none"> • The key issues they have found during the review. • The changes they will be recommending to the system and to the Intelligence and Security Act.

Inspector-General of Intelligence and Security (Discussions relate to the intent of the RCOI report.)		
February 2023	<p><i>Joint session with the Office of the Auditor General:</i></p> <p>The IGIS aims to be responsive to public concerns and often initiates inquiries based on complaints from the public or concerns raised in the media.</p> <p>Consideration of ethics (not only legality) is central to the role of the IGIS.</p> <p>The IGIS and the Ombudsman have quarterly meetings and have recently worked together to discuss responses to Official Information Act requests to ensure they are answered as transparently as possible by the security and intelligence agencies.</p>	<p><i>Joint session with the Office of the Auditor General:</i></p> <p>It frustrating that there is still no performance monitoring taking place of the security and intelligence agencies. Performance monitoring of the security and intelligence agencies is a key step in building public trust and confidence in the national security system.</p> <p>It is important that the public are made more aware of the role of the IGIS and understand how to make a complaint if necessary.</p> <p><i>Kāpuia would appreciate learning more from the IGIS about:</i></p> <ul style="list-style-type: none"> • Any gaps it can identify in the performance monitoring and oversight of the national security system. • How we can ensure the national security system is responding to issues that are arising at speed, noting the role of the IGIS does not include monitoring where resources are being allocated? • How poor performance is highlighted by the IGIS, the consequences of poor performance and what can be done to improve that performance? • Any plans to improve public awareness of the IGIS, so that people across New Zealand understand the role of the IGIS and know how they can engage with his office. • The number staff working with the IGIS – is the office confident they have sufficient staff with diverse ranges of lived experience to undertake their work effectively?
September 2022	<p>Increased transparency is a key focus of the Inspector-General, both in terms of the work of his office and in regard to the activities of the security and intelligence agencies.</p> <p>While the warrants for authority to act for the agencies are approved by the Commissioners of Warrants, the Inspector-General reviews every warrant issued and the actions of the agencies under those warrants.</p> <p>The Inspector-General can also report concerns to the Prime Minister while an operation is still in progress.</p>	<p>Oversight of compliance and performance monitoring of the intelligence agencies and the wider national security sector are all important and can be further improved. It would be helpful if the reviewers report addressed this. The Inspector-General has important insights on oversight mechanisms that could be beneficial to share with the DPMC team currently working on machinery of government changes to the national security system, but also on where gaps are currently across oversight and performance monitoring.</p> <p>The roopu also agreed with IGIS’s suggestion Kāpuia should have discussions with the GCSB and further discussions with the NZSIS – and to provide further advice to the Lead Coordination Minister on improving trust and enhance transparency across these agencies and the wider national security sector.</p>

Law Commission (Recommendations 39 and 40)		
March 2023	<p>The Law Commission considers it has the skills, experience and interest to review this legislation.</p> <p>If the Law Commission had the resources available to it, it would start both projects now.</p> <p>The Law Commission has requested further resourcing from the Government to progress this important mahi at the same time so there are no communities in Aotearoa New Zealand without protections.</p>	<ul style="list-style-type: none"> • All New Zealanders should be equally protected under New Zealand law, and in practice. • Issues of hate speech through to hate crime are live issues in communities and have been getting worse since the attacks on 15 March 2019. There is an urgent need for this mahi to progress. • Given the concerns expressed in the RCOI report and the views subsequently expressed by communities on the concerns that hate speech, incitement and crimes are increasing, it is disappointing the Law Commission had no option but to choose to progress just one of these two critical pieces of mahi, consequently leaving other individuals and communities unprotected. • The Government should provide further resources to the Law Commission to enable you to progress all this important work, together and promptly. • Clear timeframes need to be established for this work urgently with opportunities for the public to engage in the process clearly sign posted. <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • The process for the public to engage with the Law Commission during reviews. Is it usual for the Commission to publish their issues Briefs in multiple languages and accessible formats? Kāpuia believes it is critical this review is accessible to all communities. • Kāpuia will be writing to the Lead Coordination Minister for the RCOI response to express these concerns. When the Law Commission commences work on hate speech, incitement and crimes, the roopu would like to engage again with the Law Commission as it drafts the terms of reference for this work.
Ministry of Business Innovation and Employment (MBIE)		
December 2022	<p><i>Joint session with Customs</i></p> <p>Immigration New Zealand is continuing to progress to a more customer-centric model and is prioritising being a good partner for Māori as part of its new strategy.</p> <p>Customs and Immigration New Zealand have been addressing the concerns from the Royal Commission of Inquiry (RCOI) report (which Kāpuia refers to as implicit</p>	<p><i>Joint session with Customs</i></p> <p>That anti-bias training on the front-line should be mandatory for all Customs and Immigration New Zealand staff, not just new staff. Systemic issues of bias at the border cannot be solved if existing staff are not included in a training mandate.</p> <p>Communities and individuals are still confused about the ever-changing immigration policies and would like to see front-line staff more equipped to answer questions, especially when these questions are from people from diverse backgrounds and life experience (including different</p>

	<p>recommendations), in the lead up to and since the report was released.</p> <p>Both agencies have a wide focus on white identity extremism in border risk management and training for border officials.</p> <p>Customs and Immigration New Zealand have increased workforce diversity since the release of the RCOI report and the agencies are implementing anti-bias training for all staff.</p> <p>Immigration New Zealand engages directly with priority groups (including South and East Asian, Chinese and Filipino) and works with multicultural councils and the Ministry for Ethnic Communities to keep communities up to date on any changes made at the border.</p>	<p>border systems in other countries).</p> <p>There are still cases known to Kāpuia members, where applicants are having to wait lengthy periods of time for their visa applications to be approved.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • The training of Customs Service and Immigration New Zealand staff on cultural competency, as some Kāpuia members are hearing from communities they engage with that there are still widespread views that officials are not demonstrating empathy or cultural sensitivity at the border. • An explanation of current data collection and profiling rules at the border, to be more confident that specific communities are not being unfairly targeted. • How are complaints against the Customs Service and Immigration New Zealand dealt with, and how lessons are learned, and changes implemented so mistakes are not repeated. • Does either agency identify refugees coming into New Zealand? What support is currently provided to refugees to support them on arrival? And what kind of coordination exists with other agencies that support new refugees settle into a new country?
<p>October 2022</p>	<p>The future of the 15 March Visa: That the Minister had considered speaking to Kāpuia (and the Chair of the Collective Impact Board) about Immigration’s proposed changes to the 15 March Visa applications before implementation.</p>	<p>It is too early to wrap-up visas for affected family members of victims of the 15 March attacks. The trauma of the 15 March attacks is ongoing and has been compounded by COVID-19 lockdowns. The Government should broaden their engagement to the affected community on the visa issue before making any material changes.</p> <p>The Government should be more transparent about the process and considerations for granting or declining visa applications. Immigration should clearly communicate these considerations through plain-English and translated material.</p> <p>Visa application processes are too complicated and can sometimes be impossible to complete. When an application is declined, it is important the Government communicates the reason for their decision the best they can.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • Can the proposed changes to the 15 March Visa process please be outlined to Kāpuia in writing? • What would the application process be and what appeals process would there be, if the 15

		<p>March Visas were removed?</p> <ul style="list-style-type: none"> • How will the concerns and needs of the affected families specifically be addressed through the visa system if the 15 March visa were removed? • How will the effectiveness of processing visa applications be monitored to ensure (increased) public trust and confidence in applications going forward.
April 2022	<p>Review of the Immigration Act (Relates to Part 8, Chapter 8 in the RCOI report.): It was good to hear how MBIE has revised and adapted their thinking since initially writing the discussion paper and how they have integrated advice from Kāpuia into their work.</p>	<p>A cross agency approach is key, as human rights is of central importance to this mahi and focusing on protecting diversity and improving social cohesion will help. Stronger focus in the prevention space is supported, and clarity is needed on the threshold for using any new tools that are identified.</p>
<p>Ministry of Disabled People (Discussions relate to the intent of the RCOI report.)</p>		
March 2023	<p><i>Joint session with Te Puni Kokiri, Ministry for Pacific Peoples and Ministry of Ethnic Communities.</i></p> <p>The Ministry of Disabled People is focused on developing strong partnerships between disabled peoples and the government to ensure that disabled people are represented, and their voices are heard in the policy making process.</p>	<p><i>Joint session with Te Puni Kokiri, Ministry for Pacific Peoples and Ministry of Ethnic Communities.</i></p> <p>The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry.</p> <p>It is important for each ministry to work with the Ministry of Education to help prevent bullying and harassment in schools.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries? • What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities? • How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?

Ministry of Education - Curriculum refresh (R36)		
<p>August 2023</p>	<p><i>Joint session with the Education Review Board</i></p> <p>The Ministry of Education supports the findings of the ERO report and noted it brought the human story to life. The Ministry has already started to address the findings and acknowledges ongoing work will be required.</p> <p>The curriculum refresh is encouraging schools to adapt their teaching to support the communities they serve.</p>	<p><i>Joint session with the Education Review Board</i></p> <p>The ERO LTIB outlines a compelling case for change and bold policy decisions will be needed going forward to increase social cohesion and safety, and reduce racism in New Zealand schools.</p> <p>The background of Recommendation 36 of the RCOI to be vitally important in supporting learners. The RCOI notes: <i>New Zealand’s education system provides an opportunity to empower children and young people by providing them with skills to understand diversity, consider more inclusive approaches and self-regulate.</i></p> <p>On the curriculum...</p> <ul style="list-style-type: none"> • It will be important for the Ministry of Education to prioritise work on addressing the findings of the report, including implementing any changes to the curriculum to help address issues identified. • The “Challenging Racism Toolkit” available to schools for year 9 and 10 students should be reviewed in light of the findings in the ERO report to see where it could be strengthened. • Additionally, more consideration should be given to teaching about racism and inclusivity in primary schools. Teaching children at a young age has the potential to build early understanding and start conversations at home to help bring about social change. • More work could be done to support schools to teach more inclusive content on Language weeks. While these weeks are important to help raise awareness about a specific language, schools could be better supported to build understanding about the diversity of languages spoken within a given country. This would help make children from ethnic groups who do not speak the majority language feel more included. <p>Regarding teachers...</p> <ul style="list-style-type: none"> • Equipping teachers with the skills they need to do their jobs successfully so children feel safe and included will take time to implement. A sustained effort will be crucial to effect change. • Intersectionality of identity and multi-ethnicity demographics need to be considered when supporting learners.

		<p>On future LTIBs...</p> <ul style="list-style-type: none"> Religious diversity in New Zealand schools should be explored in a future LTIB by the ERO as for some children faith and ethnic identities are not easily separated. Recommendation 36 of the RCOI talks about allowing learners opportunities to learn about the value of ethnic and religious diversity, but the 2023 LTIB did not include religious diversity in scope. Future surveys of early childhood education centres should be considered. The 2023 findings focused on primary and high-school students. It is important to understand how early in education racism and bullying are occurring and what can be done at the early childhood level to equip children from a young age. Data should be analysed through an intersectionality lens as children with disabilities from minority ethnicities can face extreme forms of bullying. <p><i>Kāpuia would appreciate learning more on:</i></p> <ul style="list-style-type: none"> How is ERO considering lessons learned from this first LTIB and how will these help inform future projects? What changes is the Ministry of Education recommending or implementing as a result of the findings of this LTIB?
October 2022	<p>The New Zealand curriculum refresh is an opportunity for schools and kura to work towards changing current cultural narratives and to work towards encouraging inclusivity in the classroom.</p> <p>There is an increased focus on critical thinking skills to help learners identify mis- and dis-information, and that initial conversations have begun on how to integrate this mahi into the tertiary sector.</p> <p>Part of the curriculum refresh is focused on professional development and encouraging teachers to improve their self-awareness by reflecting on their own worldview and biases. Learning about religious diversity is explicit in the refreshed social science curriculum. It will be important to ensure this is delivered genuinely</p>	<p>The authenticity of people giving advice on history is important and where possible local knowledge and oral history should be integrated into teaching in schools.</p> <p>For the curriculum refresh to have sustainable change, it is important to get the implementation correct. To achieve this, schools need to be adequately resourced and should involve the communities around them (this important mahi and these significant conversations will also need to continue outside the school gates). It is important for teachers to begin challenging their biases to encourage a sustained and continuous change in their development and growth—this change will also benefit students.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> How is the Ministry supporting schools to help students be confident in their cultural identity and what initiatives are the Ministry aware of that are working well across the country? Faith based cultural sensitivity should be included into courses and training for teachers to create a safe space for all learners. Kāpuia would be interested to learn if this is already part

	<p>and in a sensitive way.</p> <p>There is now a legal requirement for schools and school boards to ensure learner wellbeing. Kāpuia would be interested to hear more about this requirement. Integrating examples of lived experience into resource material for teaching children about culture and faith is important, this could include opportunities for in-person or video presentations where appropriate.</p>	<p>of teacher’s college training and how such learning is integrated as a teacher moves throughout their career?</p> <ul style="list-style-type: none"> • What plans does the Ministry have to evaluate and monitor the effectiveness of their new professional learning and development programme? • Considering recent publicity of terror attacks in schools overseas, what is the Ministry doing to ensure New Zealand’s schools are both safe and perceived to be safe by the community? <p><i>In the New Year, Kāpuia would appreciate updates on the following:</i></p> <ul style="list-style-type: none"> • Work the Ministry has put in place to ensure there are adequate resources and support for teachers and students, as they carry out the new curriculum. • Examples of simple forms that schools could use to ask parents how they could make their children feel more include in the classroom?
September 2022	<p>The social and emotional learning trials in some early childhood centres will be rolled out across Aotearoa throughout 2023.</p> <p>Education about mis- and disinformation is an important part of the updated curriculum, and an Aotearoa-led education model has drawn on lessons from overseas systems (including principles from Finland). Additionally, that developing critical thinking skills relating to mis- and disinformation in the education curriculum has been identified as a key new area of focus.</p> <p>The Minister’s and Ministry of Education’s vision is to ensure students are able to be their true selves at school and feel that they can fully express their culture. The Minister noted the Ministry is currently developing an app to collect data from young people in relation to bullying, and to address issues around racism and bullying in schools. Community learning hubs in Christchurch are improving schools’ and teachers’ understanding of children’s diverse cultures and</p>	<p>It is important to consider holistic and ethnic approaches to education in a new curriculum in the same way that schools incorporate culture into learning (eg through dance classes).</p> <p>Opportunities to support students maintain their own languages should be considered to help children feel confident in their identities.</p> <p>Further clarity is required on teaching religious diversity in schools, with the Minister noting that she has sought advice from Education officials.</p> <p><i>Kāpuia would appreciate learning more from the Ministry on:</i></p> <ul style="list-style-type: none"> • How it approaches areas of the curriculum where teachings may have cultural sensitivity for some groups.

	<p>identities and are encouraging teachers to challenge their bias – and that the option to roll these out throughout the country is being explored.</p> <p>RCOI recommendations are being incorporated across several different education initiatives.</p>	
May 2022	<p>There is an openness for an ongoing conversation with Kāpuia on education.</p>	<p>Kāpuia would appreciate updates in the following areas going forward:</p> <ul style="list-style-type: none"> • How the challenging racism toolkit is being used and its impact – including in relation to promoting understanding of diverse cultures and religions from around the world that are represented in Aotearoa. • Tracking the changes in the curriculum across the different age groups- over time- this kind of monitoring would enable the RCOI impact framework if views of young people have changed. • Progress of initiatives to support the learning of refugee and migrant tamariki.
Ministry for Ethnic Communities (R30 and 32)		
July 2023	<p><i>Joint session with Statistics NZ</i></p> <p>MEC will begin to collect qualitative data by speaking with communities about their experiences and insights to help fill the gaps in the quantitative data it has so far pulled together for the ‘State of the Nation’ report for ethnic communities.</p>	<p><i>Joint session with Statistics NZ</i></p> <p>Work to improve data collection on religious affiliation will need to be approached in careful consultation with communities given the possible safety issues and sensitivities.</p> <p>It is good that the standard may also encompass community-collected data.</p> <p>Data needs to be complex enough to accurately portray the experience of individuals within communities and consider the impact of intersectionality.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How MEC and Stats NZ plan to ensure the safety of individuals and communities when collecting data, and how this will be communicated to individuals and communities so that they understand the safeguards and feel comfortable providing information. • The expected timeframes for improvements to data collection processes given that improved government data collection often requires system upgrades which cannot all be completed immediately.

<p>March 2023</p>	<p><i>Joint session with Te Puni Kokiri, Ministry for Pacific Peoples and Ministry of Disabled people.</i></p> <p>The Ministry for Ethnic Communities is working towards establishing its data analytics functions. This will enable the Ministry to highlight the disadvantages faced by ethnic communities and track improvement over time.</p> <p>The Ministry for Ethnic Communities is engaged on reducing bullying in schools and will be releasing a report on this topic soon.</p> <p>The Ministry for Ethnic Communities' strategy now includes a specific set of actions in relation to ethnic rainbow communities.</p>	<p><i>Joint session with Te Puni Kokiri, Ministry for Pacific Peoples and Ministry of Disabled people.</i></p> <p>The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry.</p> <p>More could be done to support new ethnic communities in rural areas to be better informed of their rights when facing discrimination.</p> <p>It is important for each ministry to work with the Ministry of Education to help prevent bullying and harassment in schools.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries? • What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities? • How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?
<p>May 2022</p>	<p>To hear how the Chief Executive is working to elevate the visibility of ethnic communities across Public Sector leadership and with Ministers.</p> <p>To hear some real positives that should enable some tangible change to track over time...</p> <ul style="list-style-type: none"> • MEC is guided by a strategy and priorities. • The creation of a data analytics function within MEC. • A new policy tool and inter-cultural capabilities tool being developed. 	<p><i>Going forward, the group would appreciate regular updates on how the Ministry is progressing in the following areas:</i></p> <ul style="list-style-type: none"> • The creation of a data analytics function. • Cross-agency use of the new policy tool and inter-cultural capabilities tool. <p>An area where the Ministry could further support the RCOI Response mahi on is to help coordinate across Government a Kōrero highlighting ways to be more inclusive regarding definitions on cultural competency and in the social cohesion space, including regarding ethnicity.</p>

	<ul style="list-style-type: none"> Active work to decrease institutional racism is underway. <p>That (while MEC is not representative of faith) the Ministry will support the role faith communities play in ethnic communities.</p>	
Ministry of Justice Recommendation 18		
March 2023	<p>MOJ is now working on the development of a stewardship approach to continuously review legislation and understand if laws are working effectively.</p> <p>MOJ is working though issues with the Privacy Commissioner on the Budapest Convention and working on the draft Bill to implement New Zealand’s agreement to the convention.</p>	<p>Privacy and human rights issues around accession to the Budapest Convention must be carefully integrated to ensure the public are protected and minority populations are not subject in increased surveillance, and privacy rights are maintained.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>MOJ’s stewardship approach to legislation. What is the process for assessing if legislation is working effectively? How regularly is this kind of assessment undertaken? And how does this inform the priority of laws to be fully reviewed or amended?</p> <p>Options from MOJ for the 2024 Recommendation 18 work programme and the assessed risks for not progressing particular work in the near term. Kāpuia would welcome another opportunity to speak with the Ministry on Recommendation 18 later in 2023.</p>
October 2022	<p>Review of the Terrorism Suppression Act:</p> <p>The proposed amendments require the designation of someone in prison to be reviewed rather than automatically revoked after three years. This will bring some comfort to those worried since 15 March 2019.</p>	<p>The pace of the changes proposed in the Bill are worrying as it is vital this legislation is well considered. The very limited consultation on such important amendments concerning. The only consultation outside of government on proposed changes to control orders was one discussion with Kāpuia, and proposed changes to designations were introduced with no external consultation.</p> <p>It will be important for the updated legislation to be worded clearly to ensure its fair application and to build community confidence in the judicial system. It will be important checks and balances are in place, and there are processes to monitor how decisions regarding the designations of those in prison are made and can be appealed (especially given that the process is not transparent to the public).</p> <p><i>On the Bill Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> Why this Bill has been introduced before other related work is complete (such as the Intelligence and Security Act Review, decisions on machinery of government and the report

		<p>into the Lynn Mall attack)?</p> <ul style="list-style-type: none"> • How has the New Zealand Bill of Rights been considered in the drafting of this new Bill? • The submission and reporting dates for the Select Committee consideration of this Bill? <p><i>On the proposed changes for designations, Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • Will a designated person have access to legal representation to respond to the evidence against them? And if so, will they be eligible for legal aid? • Will there be the ability to appeal a decision on terrorist designation? <p><i>On the proposed changes for control orders, Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • What is the effect of the broadening of what is defined as an objectionable publication under the Counter-Terrorism Acts Amendment Bill (section 15), and why was this change considered necessary? • How is the broadened definition of objectionable expected to be applied? <p><i>Generally, Kāpuia would also appreciate learning more from MOJ on the current law:</i></p> <ul style="list-style-type: none"> • Designations: How can the public be confident in the information provided to the Prime Minister, to make a decision on a proposed or renewed designation? • Designations: What international precedents are there for Prime Ministers or other ministers to have a power similar to New Zealand’s Prime Minister, to make decisions on designations or similar mechanisms? <ul style="list-style-type: none"> ○ Which countries have similar provisions? ○ What are the checks and balances for similar provisions, in New Zealand and internationally? • Control orders: Can the definition of objectionable publications be changed and the new definition be used retrospectively to accuse someone of an offence?
September 2022	<p>Search and Surveillance Act Review:</p> <p>The Ministry is following the “involve” level of IAP2 consultation and is engaging with affected communities (such as youth, rainbow, ethnic, faith and Māori).</p>	<p>It is important that the Search and Surveillance Act is clear to enable people to understand when the powers will be applied. The Ministry should consider developing a mechanism for communities to have input into ensuring that Search and Surveillance powers are being used appropriately by agencies.</p> <p>Increased diversity across the national security workforce would support better decision-making,</p>

		<p>including on whether powers (such as those in the Search and Surveillance Act) should be activated. A human rights focus should be at the forefront of all legislative reviews.</p> <p><i>On consultation:</i></p> <ul style="list-style-type: none"> • Agencies should consider collaborating together when engaging on similar topics to reduce community engagement fatigue (eg. collaboration with other legislation being reviewed as part of recommendation 18). • The Search and Surveillance Act review should not only be restricted to high-level questions, as much of the richness for the review and for understanding the current problems and possible solutions comes from allowing previously affected people to share their personal experiences in more detail. • Material for future consultations should be made more relevant for people to engage with so they can understand the potential impacts of the search and surveillance powers for their communities. • Engagement planning needs to consider reaching ‘groups within groups’ and hard to reach communities (including those communities which are not vulnerable). • The Ministry of Justice could enhance trust within communities by providing resources to community groups so the groups can run engagement processes for the Ministry – in a way that will get more relevant information from the communities. This method can draw on trusted members in communities and build longer-term relationships and trust with the Ministry. <p><i>Kāpuia would appreciate learning more on:</i></p> <ul style="list-style-type: none"> • How will the Ministry monitor if powers used under a new Search and Surveillance Act are being used appropriately and proportionately? • How is the working towards improving cultural competency across the ministry? This could help improve trust and confidence with communities, especially when such powers are exercised.
September 2021		<p>Information on the proposed review needs to be clear and accessible within various communities; for example, the definition of terrorism and acts of terrorism needs to be clearly identified before discussion with communities.</p>

Ministry of Justice – Hate speech and incitement (R39, 40 and 42)		
December 2022	<p>Changes to other legislation (and reviews such as the Digital Context Review) are being considered in the context of work on hate and incitement.</p> <p>The Minister of Justice expressed the Government’s ongoing intent to improve the options for all vulnerable communities. This includes a future when New Zealand is ready to protect all vulnerable communities as part of hate and incitement legislation (but Kāpuia heard that the majority of submission on these matters in the 2021 consultation process were not supporting such changes at present).</p> <p>The Law Commission will provide further information about how it proposes to proceed, hopefully by the end of 2022. Kāpuia appreciated getting more clarity from the Minister on the Law Commission and why it was being used for the hate and incitement proposals.</p>	<p>There should have been further consultation with representatives of faith groups before the amendment to the Human Rights Act was agreed.</p> <p>Including religious belief as a protected characteristic in Section 131 of the Human Rights Act (S131) is not the best approach, as the Royal Commission of Inquiry (RCOI) found that the S131 was not fit for purpose and needs to be repealed.</p> <p>The proposal to include religious belief as a protected characteristic in S131 while excluding other vulnerable communities (such as the disability and LGBTQIA+ communities) could actually put religious communities at a greater risk, as they are being blamed for others being excluded and accused of being the reason for limitations of free speech.</p> <p>‘Hate’ and incitement are now politicised but the new proposals fail to consider the impacts of over-politicisation on vulnerable communities that require protection in legislation.</p> <p>By referring most concerning matters to the Law Commission, addressing hate crime, incitement and the appropriate scope of provisions is further delayed; and undermines the extensive research and consultation that was undertaken by the Royal Commission of Inquiry.</p> <p>The Minister noted that a reason for excluding vulnerable communities from Section 131 of the Human Rights Act was because it was not recommended by the RCOI, however the RCOI also recommended that Section 131 be repealed completely.</p> <p>2021 consultation about hate and incitement proposals led to increased controversy and disruptions to the work programme. The current proposals on hate and incitement raise the same concerns from Kāpuia.</p> <p><i>Kāpuia would appreciate learning more from MOJ about:</i></p> <ul style="list-style-type: none"> • What consultation the Government had with communities in 2022 on the current proposals to include religious belief as a protected characteristic and to defer matters on hate and incitement to the Law Commission, ahead of the recent announcements? • What is the Government’s plan to keep all vulnerable communities safe outside of the limited scope of current hate and incitement proposals? • When and how the Law Commission will engage with Kāpuia on its terms of reference, and will Recommendation 41 be included in the scope of the Law Commission review?

July 2021		Consultation should be improved by extending engagement timeframes and ensuring communities can easily become involved. The IAP2 spectrum for public participation should be followed.
Ministry of Justice National Action Plan Against Racism (Discussions relate to the intent of the RCOI report.)		
July 2023	<p>Addressing institutional racism within legislation, policies and practices is a key area of focus for the National Action Plan Against Racism.</p> <p>The Ministry of Justice aims to present a paper to Cabinet in December 2023 and if agreed, a draft of the National Action Plan Against Racism will then be consulted on more widely with a view to begin implementation in mid-2024.</p>	<p>Building a strong understanding of Te Ao Māori amongst new New Zealanders should be an important focus of the National Action Plan Against Racism and that this should be embedded in immigration processes when people first enter New Zealand.</p> <p>It will be important to consider the histories and perspectives of all cultures, faiths, and ethnicities in the National Action Plan Against Racism.</p> <p><i>Kāpuia would appreciate learning more from the Ministry of Justice about:</i></p> <ul style="list-style-type: none"> • How will the Ministry consult with Kāpuia ahead of the December 2023 report back to Cabinet? • What will the wider consultation process on the draft National Action Plan Against Racism in early 2024 involve? • How the Ministry of Justice aims to consider the histories and perspectives of all groups in the National Action Plan Against Racism, especially when not all groups across New Zealand could be represented in the plan's governance process.
December 2022		<p><i>Kāpuia would appreciate learning more from MOJ about:</i></p> <ul style="list-style-type: none"> • Current consultation has not yet included all communities. What will be the extent of targeted consultation in 2023 and how will MOJ determine which communities it will consult with before it reports back to the Government in 2024? • How has the Human Rights Commission has informed work on NAPAR, as MOJ identified that it had partnered with the commission on this work?
June 2022	<p>The work has already commenced, as it is critical to a successful RCOI response.</p> <p>The Ministry of Justice has positive intentions and are engaging with communities in the correct way, and its approach to this important mahi has been built in</p>	<p>The vision for the NAPAR must clearly include faith communities rather than just have these generalised under other groups. If they already are being included, it would be helpful to clarify how and in what ways.</p> <p>There must be greater emphasis placed on progressing the hate speech legislation. Slow progress on those changes decreases members' confidence in MOJ's progression of other workstreams</p>

	<p>partnership with Iwi Chairs.</p>	<p>such as the National Action Plan Against Racism, as hate speech ties directly with racism.</p> <p>The timeframe of the NAPAR work programme is too long given how important the development of the plan is for Aotearoa New Zealand and the critical linkages that should be integrated with other Government initiatives and work programmes (the implementation of the social cohesion and inclusion work, the necessary changes to the Human Rights Act and inclement provisions, the development of a single reporting tool (R12), the Digital Content Review and review of the “objectionable” in related legislations, for example).</p> <p>MOJ should also consider and implement short-term interventions that can assist in achieving elimination in the long-term.</p> <p><i>Going forward, Kāpuia recommends MOJ identifies:</i></p> <ul style="list-style-type: none"> • What risks have been identified that the process of developing the plan might fail or the planned NAPAR does not get adopted or implemented? Could Kāpuia assist with mitigating those risks? • What sectors and communities will MOJ engage with on this work? How will MOJ engage with hard-to-reach communities? • What funding opportunities are available to communities to help support this Kaupapa and is this information easily available to the public?
Ministry of Justice - Foreign Interference (Discussions relate to the intent of the RCOI report.)		
<p>August 2023</p>	<p><i>Part of a joint session with DPMC</i></p> <p>The Ministry of Justice are working to present proposals for strengthening the criminal law addressing foreign interference in New Zealand.</p> <p>Paragraph withheld under s9(2)(f)(iv)</p> <p>The Ministry of Justice has commenced work to assess how Victim’s Rights (more generally) can be strengthened.</p>	<p><i>Part of a joint session with DPMC</i></p> <p>The recently released NZSIS Threat Assessment has made information on foreign interference more accessible to the New Zealand public. It is important that the public are informed so they can more easily identify risks to their communities.</p> <p>More work could be done to inform the public on foreign inference risks including the mobile applications and online platforms susceptible to monitoring and or censorship from foreign actors.</p> <p>More work should also be done to make public servants and local government officials aware of the risk of foreign interference and how to best mitigate these risks in their work. This includes procurement processes and when accessing external funding.</p> <p>It is important agencies take time to understand the range of community views on foreign</p>

		<p>interference, including finding trusted voices within communities.</p> <p>Given the sensitivities surrounding issues of foreign interference, it will be vital that community engagements are undertaken by officials with the experience and cultural understanding to support a safe and positive engagement process.</p> <p>It is important for public service recruitment processes to vet potential employees to ensure they do not have an allegiance to a foreign government. Understanding of such a process would help to build trust in New Zealand’s public officials for some in ethnic communities.</p> <p>It will be important for agencies to think about how to protect faith communities as well as ethnic communities from possible foreign interference.</p> <p>It would be worth considering if something like the Australian “Foreign Influence Transparency scheme” would be helpful in the New Zealand context.</p> <p>As well as the rights of victims of foreign interference, it will be important for the Ministry of Justice think specifically about how to support the rights of victims of terrorism.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • Paragraph withheld under s9(2)(f)(iv) • Paragraph withheld under s9(2)(f)(iv) • Paragraph withheld under s9(2)(f)(iv)
Ministry of Pacific People (Discussions relate to the intent of the RCOI report.)		
March 2023	<p><i>Joint session with Te Puni Kokiri, Ministry of Disabled People and Ministry of Ethnic Communities.</i></p> <p>The Ministry for Pacific Peoples is building its language strategy to recognise that language is a vital tool to communicate Pacific culture and the needs of this community.</p> <p>The Ministry for Pacific Peoples is looking internally to ensure it is accepting and respectful of all the diversity that exists within Pacific communities.</p>	<p><i>Joint session with Te Puni Kokiri, Ministry of Disabled People and Ministry of Ethnic Communities.</i></p> <p>The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry.</p> <p>It is important for each ministry to work with the Ministry of Education to help prevent bullying</p>

		<p>and harassment in schools.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries? • What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities? • How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?
Ministry of Social Development - Social cohesion strategic framework (R31)		
April and May 2022	<p>Social cohesion strategic framework (R31):</p> <p>The social cohesion framework is not intended to be a one size fits all approach.</p> <p>To see the changes to the strategic framework reflected input from communities.</p> <p>To see the simplification of the measurement framework, noting wider measures too would be useful on ethnicity and faith communities but these will take time to develop.</p>	<p><i>Going forward, we recommend you identify:</i></p> <ul style="list-style-type: none"> • What extra resources may be necessary for diverse communities across Aotearoa to engage effectively with this work? • What funding opportunities are available to help communities assist and support this Kaupapa would be helpful. • Regularly reviewing what data sources are supporting measurement and identifying and looking to fill gaps to support the framework presenting a clear picture.
Ministry of Social Development and the Collective Impact Board (CIB) R25 and 26		
August 2023	<p>Supporting the Christchurch community (R25 and 26):</p> <p>The Kaiwhakaoranga Service is an 'opt in' service and not limited to a specific group or number of the affected community. Rather the Kaiwhakaoranga Service has provided tailored support to all affected whanau, survivors and witnesses since the attacks:</p> <ul style="list-style-type: none"> • Established by MSD after the 15 March attack and expanded in March 2021 (following the RCOI 	<p>It would be helpful for government agencies to prepare a clear and transparent roadmap to give clarity to affected whānau of next steps in support for them.</p> <p>As more than four years have passed since the attack, issues that have already been elevated to other agencies attention should be addressed or responded to, where possible. Kāpuia acknowledges the Minister of Immigration, Hon Andrew Little, has recently written to the Collective Impact Board on outstanding immigration issues - as he did for Kāpuia. It would be helpful for the relevant agencies to regularly update the Collective Impact Board on their consideration of issues.</p> <p>More investment is needed to build capacity in mental health services, including those that are</p>

	<p>report), the Service is made up of case managers.</p> <ul style="list-style-type: none"> • The Service works with all people, even those who work or receive ACC, and who don't necessarily have any other connection with MSD. • The Service has been receiving cultural competency training from communities and from internal staff, attended trauma-informed practice and psychological first aid training and have a dedicated work broker connecting people to employment. <p>MSD is currently undertaking a review of what has worked well and not so well since the Kaiwhakaoranga Service began supporting the affected community following 15 March 2019.</p> <p>MSD has learnt a lot about case management in supporting the Muslim community and the agency has been trying to build capability more widely across the organisation, and the country, in recent years.</p> <p>The CIB was extended to December 2023 and has been working to progress outstanding themes by elevating issues to relevant agencies for consideration, which relate to:</p> <ul style="list-style-type: none"> • Gaps in support provided to people new to New Zealand. • Recognition of equivalent overseas qualifications. • Immigration issues, including Permanent Residence and Citizenship costs identified by the affected community. 	<p>culturally and linguistically appropriate, as the impacts of trauma are complex and long-term.</p> <p>Providing clearer and concise information about the intent of consultations will enable the community to make more informed decisions to attend a consultation or not. Given the community has been consulted so much over the last few years, we heard that many would like to have the option to fill out a survey instead.</p> <p>More work should be done to explore the full intent of the Recommendation 26, specially including whether a separate Collective Impact Network of agencies and non-governmental organisations should be established (guidelines on these networks can be found on Te Kawa Mataaho Public Service Commission's website).</p> <p>Following the review of the Kaiwhakaoranga Service, MSD should prepare a briefing to help the incoming Government understand how wider MSD services could be improved - drawing on lessons learned.</p> <p>Lessons learned about how to best support victims of terrorism will be an important contribution from the Collective Impact Board's Best Practice guide. The Collective Impact Board should be enabled to complete this guide even if this requires extra resourcing or time. The guide will help give effect to the wider intent of the RCOI report.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • The findings of the review of the Kaiwhakaoranga Service, as well as an anticipated timeframe for the review's completion. • Any updates the Collective Impact Board receives following replies from Ministers and government agencies on outstanding issues. <p>In December, a further discussion on any key issues (outstanding for the Collective Impact Board's work) that Kāpuia could promote to the attention of Ministers.</p>
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<p>September 2022</p>	<p>Supporting the Christchurch community (R25 and 26): The Collective Impact Board has recently held its second election for community members, and that the key Government agencies involved in supporting the affected community are also actively represented on the board.</p> <p>The Collective Impact Board has a process for identifying and addressing ongoing community concerns and continues to develop more effective ways of understanding these issues (noting there are diverse views and concerns within the affected community).</p> <p>The Collective Impact Board and the Kaiwhakaoranga Service both acknowledged that the affected community is self-defined for their purposes (there is no list of affected people that they are limited to working with) and they understand that the needs of some in the affected community will be ongoing (albeit they will change with changed circumstances of these individuals).</p> <p>While it is the role of MSD’s Kaiwhakaoranga Service to support affected individuals with their issues and concerns, the Board has been identifying unresolved or unresolvable and system-wide issues to the relevant agencies, with the support of the Ministry for Social Development (and especially its policy team). There is a clear process for the community to make complaints if needed and that the Kaiwhakaoranga Service will support people to make complaints to other agencies if required. The Collective Impact Board has helped increase community understanding of the Kaiwhakaoranga Service by sending out a regular pānui. The Collective Impact Board is reflecting on how the</p>	<p>It important all affected community members are aware of and have access to the Kaiwhakaoranga Service, especially those that might not feel confident to ask for support.</p> <p>The Kaiwhakaoranga Service will have to continue to develop its understanding of the affected community’s needs and the support needed.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • What the Board learns after its current review of the support provided to the affected individuals after 15 March 2019, as this could be helpful to plan responses to any future tragedies. • How will MSD evaluate the effectiveness of the Kaiwhakaoranga Service over time, and what monitoring is already in place?
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	<p>affected community has been supported so far and what can be learnt from the Government’s response (including where it might seem individuals have had similar issues addressed differently).</p>	
New Zealand Police		
<p>July 2023</p>	<p>On safer communities –</p> <ul style="list-style-type: none"> • Police recognise hate incidents as part of a spectrum towards violent extremism. • Police are working with community groups to ensure school aged children are equipped with appropriate knowledge on what do if they observe, or experience hate. <p>On Recommendation 12 –</p> <ul style="list-style-type: none"> • Past Kāpuia feedback has influenced a focus on interagency collaboration to ensure clear processes for passing information between agencies as needed are designed into the Recommendation 12 single reporting tool. • Cabinet has been briefed on options for a single reporting tool, and agreed in June this year to release the contingent funding for the completion of the business case. • The business case for the single reporting tool is in the final stages of development and is likely to be submitted for Cabinet consideration in late August 2023. • Police is looking to build on lessons from operating its current (non-urgent) 105 reporting tools. • Police is aware of the need to carefully triage the 	<p>On Recommendation 12 (noting other options were considered, but that the business case will most likely recommend Police be the host of the tool), that –</p> <ul style="list-style-type: none"> • Ongoing evaluation of the Recommendation 12 single reporting tool (including on public perceptions of the tool) will be essential to its success. • It will be important to recruit a diverse range of people into the triaging roles for the single reporting tool as different perspectives and life experiences will increase the quality of triage analysis. <p>Capturing data on the many dimensions of a person’s identity is vital to understand the impact of hate on different groups of people, and more could be done to increase the complexity of data collected by Police (including data on faith and disability) so that the impacts of hate on different groups can be better analysed and understood.</p> <p>Information and data collected by Police must be carefully managed, stored and disposed of, and the public must have trust and confidence in these processes.</p> <p><i>Kāpuia would appreciate learning more from the NZ Police about:</i></p> <ul style="list-style-type: none"> • On Recommendation 12, how is Police planning to reduce barriers to reporting, especially for communities and individuals who might be fearful of Police? • How are language barriers being addressed so that people can interact with the Police in a language the feel comfortable to communicate in? And, how is Police advertising any foreign language services available to the public, so people feel comfortable to call? • Why does Te Raranga have time limited funding given the need for Police training and development will be ongoing? Will Te Raranga have to stop if it does not receive new funding?

	<p>high-risk information it receives to ensure vulnerable groups are not further stigmatised.</p> <p>On an integrated policing approach –</p> <ul style="list-style-type: none"> Police is actively working to achieve integration between different Police workstreams, including between work on Recommendation 12 and Te Raranga to ensure information received by Police through the single reporting tool will be coded correctly. <p>On firearms (R19, 20, 21, 22 and 23)–</p> <ul style="list-style-type: none"> Firearms are now able to be registered using the online tool or through a 0800 number and some firearms licence holders have registered their firearms proactively. Police continue to actively investigate the criminal use of firearms. 	<ul style="list-style-type: none"> The periodic review of firearms licencing staff work quality under Recommendation 21. What has been the result of reviews undertaken so far? What were the themes of public engagement on Recommendation 24 and when are decisions on this Recommendation expected?
<p>March 2023</p>	<p><i>Joint session with the NZSIS, GCSB and DPMC.</i></p> <p>Intelligence and Information (R9, 10 and 11): Collaboration between the NZSIS and the Police has increased and that these agencies are co- located (or closely located) and meet daily to exchange information and share leads.</p>	<p><i>Joint session with the NZSIS, GCSB and DPMC.</i></p> <p>Independent and transparent performance monitoring of the intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p> <p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>While it is positive the intelligence and security agencies are seeking to improve their te ao Māori capabilities, it is important to note that the Iwi Chairs Forum cannot make decisions on behalf of Iwi and more extensive engagement with Māori is required.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather</p>

		<p>than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • The joint leads process being developed between the NZSIS and the Police, including when it is expected to be fully operational and what is currently being done to ensure leads are managed effectively between the agencies (lead allocation, clear accountabilities for work, avoiding duplication). • The joint operations protocol between the NZSIS and the Police was discussed, could a copy of the protocol please be sent to Kāpuia via the Kāpuia Secretariat? • How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?
February 2023	<p>Police (R12) A single reporting tool:</p> <p>The development of the business case for a single reporting tool to give effect to RCOI recommendation 12 is now progressing. The roopu understands this is a complex piece of work and is appreciative Police took the time to discuss it.</p> <p>Police is leading this work as a cross-agency project.</p> <p>The initial stages of this project have commenced, and Police intends to engage with a variety of communities to improve the reporting of concerning behaviours or incidents to a single point of contact within Government.</p> <p>There is active consideration of how the public can be clear about the purpose and scope of the reporting tool, how the information collected is used and stored, that it is intended to be accessible (and tested) and will be promoted when it is complete.</p> <p>Police was involved in the development of the indicators of violent extremism (recommendation 13).</p>	<p>That not all relevant government agencies are keen to participate in the development of this reporting tool, as the RCOI was clear that agencies should be thinking of how to streamline the reporting of concerning behaviours – no matter the nature of the concerning behaviour; and that ‘triage’ should be managed behind the reporting tool.</p> <p>That having a separate reporting tool for cyber-related concerns could be confusing for communities and businesses, and again the triage could occur behind a single tool.</p> <p><i>Kāpuia would like to know more from New Zealand Police on:</i></p> <ul style="list-style-type: none"> • The timeframes that Police is considering for the implementation of this reporting tool. • How Police will be working with communities to ensure the public knows how and when to use the tool. Kāpuia would appreciate an update on how this is progressing. • How Police will be working with appropriate agencies to inform them on how the reporting tool can be used across-agency.

<p>December 2022</p>	<p>Te Raranga (R42):</p> <p>Police have been internally publishing Police responses to hate crime in 2021 as a baseline for work on Te Raranga and will follow up on this in 2023.</p> <p>Police are making changes to its training and cultural competency practices:</p> <ul style="list-style-type: none"> • Police have developed training resources that incorporate perspectives from communities, the Iwi and Communities' Team within Police, international examples, academic research, and lived experience from communities. Police have also incorporated comments from the social cohesion and community safety subgroup and past feedback from Kāpuia. • Police have integrated 'micro' hate crime examples into training in many different topics and areas throughout Police to respond to changes in the environment, as opposed to only having one module on hate crime to 'tick a box'. <p>Police are sharing resources across agencies to achieve consistency, especially on definitions of hate speech (and consultation with people such as Professor Paul Spoonley has helped inform Police's approach).</p>	<p>Learning modules for Police on hate crime should be mandatory for all staff, however it is important to deliver mandatory training in a way where staff will properly engage.</p> <p>Police should put greater emphasis on effecting change through diversity to ensure communities are aware that the focus on diversity is not just cosmetic. For example, more stories on Police valuing diverse staff should be publicised to build trust in this area.</p> <p><i>Kāpuia would appreciate learning more from the New Zealand Police about:</i></p> <p>Will Te Raranga address unconscious bias for all Police staff? If not, what other actions are Police planning?</p>
<p>September 2022</p>	<p>Police (R12) A single reporting tool:</p> <p>The new reporting tool will be developed through co-design, as getting the design of this system right is of high importance to the roopu.</p> <p>A process to ensure people receive feedback after making a report will be carefully considered. Kāpuia believes this is an important part of building trust with</p>	<p>Marketing and publicity for the new reporting tool will need to be accessible, carefully thought out and tested so that the public are clear about its purpose, scope and how any information they provide might be used. It is important that work on Recommendation 12 is sufficiently funded over time to ensure the reporting tool meets community expectations in its development and implementation.</p> <p>It is important for call centre staff to be given appropriate training to draw out and understand people's concerns (building up from the training for 105 staff). It is important for Police to keep</p>

	<p>the community.</p> <p>Police are working closely with the Department of Internal Affairs to ensure the new reporting tool aligns with work on online content regulation.</p>	<p>building trust with communities across Aotearoa, as the more trust the public have in Police and the national security system, the more likely they may be to use the reporting tool. If issues are not reported, then there is also not available data to understand areas of particular risk.</p> <p>Work across Government to better counter and educate the public on mis- and disinformation is a crucial step going forward to enable people to feel more comfortable reporting it in particular cases.</p> <p>The development of a reporting tool in response to Recommendation 12 must be closely integrated with NZSIS work on Recommendation 13.</p> <p>Noting that Kāpuia understands Police are working with advisory groups to co-design the reporting tool – Kāpuia would like to further understand Police’s plans for co-design, including the scope and process they will use.</p>
June 2022	<p>He Aranga Ake (Supports the intent of R4d)</p> <p>To hear about the focus on engaging with community and whanau, and the long-term nature of the programme, as this is an important area of Police’s mahi.</p>	<p>Ensuring community and whanau are involved and are supported to be involved in the programme long-term is critical to the programme’s success, as is continued consideration of how to effectively engage high-risk individuals who are resistant to support.</p>
June 2022	<p>Firearms (R19, 20, 21,22 and 23)</p> <p>Firearms licencing and administration changes are generally progressing well.</p>	<p>It is unclear how firearms work will apply to problems with gangs and other at-risk individuals and communities in NZ.</p> <p><i>Updates (and ongoing updates) on the following areas would be appreciated:</i></p> <ul style="list-style-type: none"> • Concern was expressed about the subjective nature of the term “fit and proper” and how this could be impacted by unconscious bias within the Police. How will this be managed? • There is no knowledge of the quantity or type of firearms in NZ due to the voluntary nature of declaring firearms to the register. It would be helpful to know how Police intend to ensure that firearms already in circulation will be recorded on the new registry. • How does Police intend to manage private firearms sales to reduce the chance of firearms being sold to unlicensed individuals? • In respect to the recent survey indicating increased public confidence in firearms regulations, can Police advise the key outcomes from the survey and also provide information about how

		<p>the survey was conducted, including data collection methods and response rate?</p> <ul style="list-style-type: none"> Does Police have information on firearm importing patterns (quantity and type) since March 2019? Can this please be provided to Kāpuia?
November 2021	<p>Police (R12) A single reporting tool</p>	<p>The following areas should be considered when developing a reporting tool:</p> <ul style="list-style-type: none"> A system should be accessible and available in different languages. There is a need to build trust with communities and ensure reporters feel safe and secure when reporting – confidentiality needs to be upfront. Systemic racism must be mitigated, and threats should be evaluated credibly, avoiding stigmatisation. <p>Reports should be followed up, with police acknowledging and addressing each report made in a new system.</p>
November 2021	<p>Mandatory reporting of firearms injuries (R24)</p> <p>The scope presented to the group is going in the right direction, and the group is looking forward to hearing about further consultation and analysis beyond the scope in the future.</p>	<p>Consultation is required to determine circumstances where mandatory reporting could be an exception – it should not be up for discretion. Police can improve consultation processes by involving communities beyond ethnic, religious people and tangata whenua– gun owners and health professionals must be involved also. Police need to build trust within communities before consultation and implementation.</p>
New Zealand Security Intelligence Service (NZSIS)		
March 2023	<p><i>Joint session with the NZ Police, GCSB and DPMC.</i></p> <p>Intelligence and information (R9, 10 and 11) and the Threatscape (R17)</p> <p>The NZSIS is currently finalising work on the 2023 threatscape report (RCOI Recommendation 17b) which is expected to be released publicly in several weeks.</p> <p>Collaboration between the NZSIS and the Police has increased and that these agencies are co- located (or closely located) and meet daily to exchange information and share leads.</p>	<p><i>Joint session with the NZ Police, GCSB and DPMC.</i></p> <p>Independent and transparent performance monitoring of the intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p> <p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>While it is positive the intelligence and security agencies are seeking to improve their te ao Māori capabilities, it is important to note that the Iwi Chairs Forum cannot make decisions on behalf of</p>

	<p>The NZSIS has recently created a Chief Advisor Māori role with the aim to improve engagement with Māori and strengthen the agency's role as a treaty partner.</p> <p>Workforce diversity statistics are improving in both the NZSIS and the GCSB, and that this continues to be a priority with both agencies acknowledging there is still work to do in this area.</p>	<p>Iwi and more extensive engagement with Māori is required.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>The joint leads process being developed between the NZSIS and the Police, including when it is expected to be fully operational and what is currently being done to ensure leads are managed effectively between the agencies (lead allocation, clear accountabilities for work, avoiding duplication).</p> <p>The joint operations protocol between the NZSIS and the Police was discussed, could a copy of the protocol please be sent to Kāpuia via the Kāpuia Secretariat?</p> <p>How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?</p>
May 2022	<p>Indicators of Violent Extremism (R13)</p> <p>NZSIS had listened to Kāpuia and added more information to support the public's understanding ahead of the release of their indicators. NZSIS moved towards an information booklet from an initial poster with less information.</p>	<p>How the indicators are socialised with communities will be important going forward.</p> <p>The group should check in with security agencies including NZSIS to understand progress they are making on diversity and inclusion in their workplaces and representing this in their mahi.</p>
Office of the Auditor General – Oversight and performance monitoring (R5)		
February 2023	<p><i>Joint session with the IGIS:</i></p> <p>The performance monitoring role of the OAG is to build public accountability, trust and confidence in the public sector and aims to focus on real outcomes that matter to New Zealanders.</p> <p><i>Context note: The Auditor-General is an Officer of Parliament. This means he is independent of the Government and can't be directed by whichever</i></p>	<p><i>Joint session with the IGIS:</i></p> <p>It frustrating that there is still no performance monitoring taking place of the security and intelligence agencies. While the Treasury is leading the work on the legislative framework for Recommendation five, it will be important for the OAG to work closely with the Treasury to ensure effective performance monitoring is implemented as quickly as possible. Performance monitoring of the security and intelligence agencies is a key step in building public trust and confidence in the national security system.</p> <p><i>Kāpuia would appreciate learning more from the OAG about:</i></p>

	<p><i>political party is holding power. The role of the Auditor-General is set out in the Public Audit Act 2001 and includes auditing the financial and performance information of all public organisations, providing assurance that spending by government departments is in keeping with Parliament's expectations, and undertaking performance audits, inquiries and research that supports the Auditor-General's role.</i></p> <p><i>The main power of the Auditor-General is to report to Parliament. The Auditor-General has to report to Parliament at least once every year, and can choose to report to a Minister, a committee of the House of Representatives, a public organisation, or anyone else on any matter arising from the Auditor-General's work. The reports produced can describe how well aspects of the public sector are performing, and often include recommendations. The Auditor-General does not comment or report on government policy except when reviewing how well particular policies are implemented (such as reviewing their effectiveness and efficiency).</i></p>	<ul style="list-style-type: none"> • Any gaps the office can identify in the performance monitoring and oversight of the national security system. • How the OAG assesses what matters to New Zealanders when monitoring the performance of the public sector? The roopu would be interested in hearing about the process for deciding on the metrics, including any consultations, community engagements or surveys which have been undertaken. • How poor performance is highlighted by the OAG, the consequences of poor performance and what can be done to improve that performance? • The number staff working with the OAG – are both offices confident they have sufficient staff with diverse ranges of lived experience to undertake their work effectively?
Public Service Commission – Papa Pounamu/workforce diversity (R33, 34 and 35)		
<p>July 2023</p>	<p>The State of the Public Service report with a focus on Diversity and Inclusion was released by Te Kawa Mataaho in December 2022 and a System Leadership dashboard providing insights and data on tiers 1-3 leaders in the Public Service has been developed, providing a helpful baseline of data.</p> <p>Te Kawa Mataaho has been working to move beyond “umbrella terms” and to understand how they could use more specific language to allow people to see themselves in workforce diversity statistics (including people of faith, diverse cultures, Iwi/Māori, Pacifica,</p>	<p>More focus should be given to increasing the number of people from diverse cultures and backgrounds in Tiers 1-3 leadership positions across government. Cultural change in the workplace and diversity of thought in decision-making needs to be led and supported by senior leaders and managers.</p> <p>Increased effort should be given to building inclusion in the public service. Without inclusion, it will not be possible to retain staff with diverse characteristics, be that expressing a faith, having a disability or being a part of the rainbow community.</p> <p>Future data collected on workforce diversity by government agencies across all sectors should include faith, culture and language skills, and have enough questions or options to better capture the intersectionality of identities.</p>

	<p>and Pākehā).</p> <p>Te Kawa Mataaho has added a new priority area to the Papa Pounamu work programme– Fostering Diverse Leadership – with a focus on increasing diversity of leaders and building on work already underway to improve ethnic diversity across the Public Service. Focused plans for Rainbow and disability communities in the Public Service have been released to increase inclusion for these groups.</p>	<p>More work should be done to ensure recruitment to the public service is welcoming to diverse groups and use of psychometric testing should be balanced with other processes as they are currently seen as a barrier for increasing workforce diversity.</p> <p>More of a focus should be on empowering communities to support and uplift government efforts on increasing workforce diversity. With increased confidence in the public sector, community groups and leaders would be more likely to grow and suggest people to explore a career in government.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • What efforts are underway or coming, to reduce bias in recruitment processes across the public service? Is there a best practice model agencies should be following? • The improved reporting is enhancing transparency about diversity in the workplace, but how can the public and communities have confidence that agencies are acting on the improved reporting (especially where expectations may not be being met)?
May 2023	<p>PSC intends to expand use of the tool and IAP2 to all government agencies and across all programmes of work, not just those agencies leading work on the RCOI response.</p> <p>PSC is planning to develop a model standard that would require all agencies to use the tool to support IAP2 engagement, ensuring all public servants have a model engagement framework to work with. Adopting and implementing this cross-government framework would be a step toward to addressing concerns raised in RCOI R38 and concerns about government engagement raised by Kāpuia in the past.</p>	<p>The tool, as well as good practice on community engagement, must evolve and improve over time, it will not stand still.</p> <p>Community engagement must be specifically designed for a particular issue – one-size does not fit all.</p> <p>While Kāpuia was consulted on the development of the Community Engagement Tool in 2021 (and understands it has so far only been required to be used by RCOI response agencies), and there is significant support for the tool to be rolled out more widely, the tool first needs to be enhanced:</p> <ul style="list-style-type: none"> • Agencies need to feel empowered to use Collaborate (or codesign) and Empower under IAPS to support policy development processes, not rely only on Consult, Involve and Inform. There still appears to be hesitancy in this area. • When government agencies engage with communities, they need to ask the community organisation who their trusted voices are, not just rely on engaging with voices the agencies trust. ‘Trusted voices’ might not be the same for agencies and communities. • It is important that agencies ensure engagement is meaningful for themselves as well as the communities they are engaging with. Agencies should measure the success of the

		<p>engagement both before (setting measures of success) as well as after the process.</p> <ul style="list-style-type: none"> • Further and more detailed analysis on the use of tool, wider training for agencies, information for communities about IAP2 and how to engage with it, and allocating specific resources for improving engagement capability across government will all enable continuous improvement. • Good practice examples must be shared along with the wider roll out of the tool through the PSC model standard. Kāpuia is available and willing to work with DPMC/PSC to advise where to look for good practice examples. • Evaluation of the use of the tool should not sit within the Public service alone, as it is something they are implementing themselves (“marking their own homework”). The tool should also include reflections from communities on the value of the engagement. Overall assessment could sit with a more independent monitoring agency such as the Auditor-General. <p><i>Kāpuia would like to know more on:</i></p> <ul style="list-style-type: none"> • How DPMC and PSC will address the concerns identified above. • A wider rollout of the tool and the IAP2 framework for government agencies will be more successful if it is accompanied by more training and resources to support meaningful engagement. How will PSC ensure it is properly understood by agencies and communities, and adopted by agencies beyond RCOI? • How will the model standard be developed to ensure that community engagement processes are tailored to suit the needs of different communities or different scenarios that agencies are engaging on?
May 2022	<p>To hear upfront the importance that is being placed on:</p> <ul style="list-style-type: none"> • The building of trust and confidence with communities. • The building of social licence through working towards a more representative public service to reflect communities across Aotearoa. <p>That more regular reporting is a positive step, but more work is still to be done across the public sector.</p>	<p>To help increase transparency of progress on diversity and inclusion, Te Kawa Mataaho could consider:</p> <ul style="list-style-type: none"> • Developing a framework to show a transparent pathway for how people can progress a career through the public service- showing possible steps, skills and opportunities for development. • Have a web page dedicated to presenting diversity and inclusion data across the public sector. A tool to show progress over time in one place would be beneficial.

Statistics NZ (Recommendation 30 and 32)		
July 2023	<p><i>Joint session with the Ministry of Ethnic Communities</i></p> <p>Stats NZ’s review of the Ethnicity Data Standard will consider the definition, collection, coding, classification, and output of ethnicity data collected by government agencies. This aims to increase data quality and to ensure people can see themselves in the data, even when their community might be a small proportion of the population.</p> <p>Stat NZ is beginning to create partnerships with communities to better understand their data needs and how Stats NZ can support with expertise even when communities are collecting their own data.</p>	<p><i>Joint session with the Ministry of Ethnic Communities</i></p> <p>Work to improve data collection on religious affiliation will need to be approached in careful consultation with communities given the possible safety issues and sensitivities.</p> <p>It is good that the standard may also encompass community-collected data.</p> <p>Data needs to be complex enough to accurately portray the experience of individuals within communities and consider the impact of intersectionality.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • Stats NZ’s plans for consulting more widely on the review of the Ethnicity Data Standard. • How MEC and Stats NZ plan to ensure the safety of individuals and communities when collecting data, and how this will be communicated to individuals and communities so that they understand the safeguards and feel comfortable providing information. • The expected timeframes for improvements to data collection processes given that improved government data collection often requires system upgrades which cannot all be completed immediately.
Te Arawhiti – Te Tiriti and the RCOI report		
March 2023	<p>Te Arawhiti is trying to lift the Crown’s capability in integrating Te Tiriti into policy and does advocate for this at policymaking tables.</p> <p>Lifting iwi and community engagement is a key aspect of Te Arawhiti’s advice to the Crown before analysing Te Tiriti and developing policy.</p> <p>The advice provided by Te Arawhiti to agencies ensures that all voices and viewpoints are heard, including Takatāpui principles on gender.</p> <p>Te Arawhiti is the only government agency with all Māori on its senior leadership board.</p>	<p><i>Kāpuia would like to know more from Te Arawhiti on:</i></p> <ul style="list-style-type: none"> • What does Te Arawhiti consider the links between Te Tiriti o Waitangi and the RCOI response? Are there significant aspects or matters that should be incorporated into the Government’s response? • What are the most important aspects of giving effect to Te Tiriti that Kāpuia should consider when looking at options for changes to the national security system? • In the context of social cohesion being an essential component of the RCOI response, how does Te Arawhiti see the links between multiculturalism and Te Tiriti o Waitangi principles? • What questions might Kāpuia ask to support Government agencies consider these matters? • If an agency came to Kāpuia to seek advice on their work and it appeared they have not yet considered Te Tiriti, where would Te Arawhiti recommend an agency could start?

		<ul style="list-style-type: none"> • How does Te Arawhiti collaborate with other government agencies to ensure Te Tiriti is a genuine and integral consideration in the policy process? • Can Te Arawhiti please share some examples of how it has influenced policymakers' incorporation of Te Tiriti? • What strengths and weaknesses does Te Arawhiti see in how agencies are working to integrate considerations of Te Tiriti into their work? Are there any key improvements you would like to see? • Two recent reports (Maranga Mai! and Ki te whaiao, ki te ao Marama) published by the Human Rights Commission were mentioned by members at the March Kāpuia hui. Will Te Arawhiti consider these reports and their recommendations?
Te Puni Kokiri		
<p>March 2023</p>	<p><i>Joint session with Ministry for Pacific Peoples, Ministry of Ethnic Communities and Ministry of Disabled People.</i></p> <p>Te Puni Kōkiri comments on government policy to ensure Te Tiriti is incorporated.</p>	<p><i>Joint session with Ministry for Pacific Peoples, Ministry of Ethnic Communities and Ministry of Disabled People.</i></p> <p>The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry. It is important for each ministry to work with the Ministry of Education to help prevent bullying and harassment in schools.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <ul style="list-style-type: none"> • How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries? • What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities? • How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?