



## Proactive Release

The following Cabinet paper and related Cabinet minutes have been proactively released by the Department of the Prime Minister and Cabinet, on behalf of Rt Hon Jacinda Ardern, Prime Minister, and Hon Carmel Sepuloni, Minister for Social Development:

### **Report-back on Improving Social Inclusion**

The following documents have been included in this release:

***Title of paper: Report-back on Improving Social Inclusion (SWC-20-SUB-0071 refers)***

***Title of minute: Social Inclusion Report-back (SWC-20-MIN-0071 refers)***

***Title of minute: Report of the Cabinet Social Wellbeing Committee:  
Period Ended 19 June 2020 (CAB-20-MIN-0295 refers)***

Some parts of these documents would not be appropriate to release and, if requested, would be withheld under the Official Information Act 1982 (the Act). Where this is the case, the relevant section of the Act that would apply has been identified. Where information has been withheld in accordance with section 9 of the Act, no public interest has been identified that would outweigh the reasons for withholding it. In addition, some material has been redacted as out of scope of the release of this Cabinet paper.

### **Key to redaction code:**

- 9(2)(f)(iv), to maintain the confidentiality of advice tendered by or to Ministers and officials.

Chair, Cabinet Social Wellbeing Committee

## REPORT-BACK ON IMPROVING SOCIAL INCLUSION

### Proposal

1. This paper provides a report-back on progress of work related to building social inclusion. It seeks a commitment to look for opportunities to explicitly build social inclusion into the thinking and planning for post COVID-19 recovery actions. To complement this and the previous actions, we are also seeking agreement to a small number of additional actions, based on further analysis of the evidence base and consideration of existing government activities and opportunities for further action.

### Relationship to government priorities

2. The proposals within this paper contribute to the Government's priority to improve the wellbeing of New Zealanders and their families by:
  - a) supporting healthier, safer and more connected communities
  - b) making New Zealand the best place in the world to be a child.
3. The initial work programme was developed in response to calls from the community following the 15 March 2019 Terror Attack. This social inclusion agenda is even more important during the COVID-19 response and recovery.

### Executive Summary

4. Since this government was formed in late 2017, we have said we will be a government of inclusion. '*This government aspires for this to be a country where all are accepted, no matter who they are, where they come from, how they live or what their religious beliefs are*' was included in the Speech from the Throne. While this is an aspiration and we have a legislative framework that sets out minimum standards in New Zealand, this is not yet a reality for all people in New Zealand.
5. After the 15 March Terror Attack, calls came for the Government to consider initiatives to support social inclusion in communities around New Zealand. There were, and still continue to be, other reasons to undertake work to improve social inclusion in New Zealand.
6. Demographic changes and migration are leading to increasingly diverse communities, different viewpoints, and in some cases, divergent views or values. Some groups within our communities are not experiencing the same opportunities as others, which may cause resentment and dissatisfaction with how resources are being shared. Improving social inclusion is challenging because everyone makes a contribution, and all communities include individuals who take actions that demonstrate bias, racism and

discrimination against another group (including those who may feel discriminated against themselves).

7. In September 2019, Cabinet agreed to leverage some existing work underway, and to bolster this with a small number of new initiatives that we expected to have a significant impact over time. The work was organised around four themes:
  - a) Reduce discrimination in our communities
  - b) Show government and public service leadership on social inclusion
  - c) Support community-based activities that promote an inclusive national identity
  - d) Strengthen our focus on equity and social inclusion in priority work programmes.
8. Since September, agencies have made substantive progress – coordinated by the Ministry of Social Development (MSD) – on actions to improve social inclusion (Appendices 1 and 3). This has included:

9(2)(f)(iv)

d) making the decision to make the teaching of local and national histories compulsory in all schools and kura.

9. Agencies have also developed a draft framework (Appendix 2) to provide more direction for government work, with a common language and ways to think about social inclusion.
10. The response to the COVID-19 pandemic has required the Government to suddenly and significantly revise its priorities and focus, with a substantive impact on a range of government activities,<sup>9(2)(f)(iv)</sup>

11. This social inclusion agenda is even more important during the COVID-19 response and recovery. In an environment of increased stress, pressure, growing mental health and addiction issues, and economic downturn, potential inequalities and vulnerabilities are magnified. We also cannot forget our responsibilities following the 15 March Terror Attack, and must continue to make progress in this area.
12. As a Government, we have been starting to move from the immediate pandemic response to thinking and planning for the recovery post COVID-19. As we do this, there is an opportunity to build social infrastructure in the same way as we are building

physical infrastructure. We propose that we more explicitly include improved social inclusion as a goal for our thinking and planning for the post COVID-19 recovery.

13. While there has been progress, there is still a strong case for further cross-government actions to improve social inclusion. After revisiting the work completed last year, including: the rapid evidence review (which identified six key ways to strengthen social inclusion); a stocktake of existing activity; and the initial actions, we consider that there is still a need to focus our cross-government efforts on this. While the specific timing of these actions will need to be considered as part of the overall prioritisation of work programmes over the next three to six months, we are seeking your agreement to further work on actions to:
  - a) encourage and facilitate positive interactions between groups: including in the areas of grassroots sport, volunteering, schools, the creative sector and interfaith
  - b) support people in government to have the skills and knowledge to contribute to building social inclusion.
14. Non-government players have also been pursuing initiatives to better understand and strengthen social inclusion in New Zealand, such as the work of the Inclusive Aotearoa Collective, along with a wide range of community action. There may be opportunities to further join up government, local government, and non-government work in the second half of the year.

## Background

15. After the 15 March 2019 Terror Attack, calls came from various communities for the Government to assess its role in supporting social inclusion. While prompted by 15 March, there are good reasons to undertake work to improve social inclusion in New Zealand. Our growing diversity, contributed to by demographic changes and migration, is leading to different, and sometimes divergent, viewpoints and values. Some groups are not experiencing the same opportunities as others, which may result in dissatisfaction and resentment.
16. We want to support our communities to value and welcome diversity, and to be able to share and discuss sometimes quite different points of view in a constructive and respectful way. As stated in the Speech from the Throne when this government was formed - *'This government aspires for this to be a country where all are accepted, no matter who they are, where they come from, how they live or what their religious beliefs are'* - we want to be a government of inclusion.
17. In September 2019, following a rapid evidence review by MSD and a stocktake of government work directly contributing to social inclusion, SWC agreed to explore a small number of additional interventions to strengthen social inclusion (with a focus on children and young people), as well as leverage some existing interventions (Appendix 1). This work was organised around four themes:
  - a) Reduce discrimination in our communities
  - b) Show government and public service leadership on social inclusion
  - c) Support community-based activities that promote an inclusive national identity
  - d) Strengthen our focus on equity and social inclusion in priority work programmes.

18. The Minister of Social Development was invited to oversee a cross-agency effort coordinated by MSD. The Human Rights Commission (HRC), Ministry of Justice, and the Police joined the existing Oversight Group which, along with a wider Working Group, enabled sharing of updates and information, and coordination of linkages. HRC has participated in the oversight group and provided feedback on the work programme and made suggestions for further development (some of which have been incorporated), but also has an independent role to monitor progress.
19. Membership of the Oversight Group has included representatives from MSD, Department of the Prime Minister and Cabinet, Police, the Social Wellbeing Agency, HRC, Department of Internal Affairs, and the Ministries of Education, Justice and Business, Innovation and Employment. Membership of a wider Working Group has (in addition to the agencies above) also included representatives from Corrections, SportNZ, Te Puni Kōkiri, the Ministry of Health, and the Ministries for Women, Pacific Peoples and Culture and Heritage (MCH).

### *Digital inclusion*

20. Alongside this work programme, DIA is leading work to improve digital inclusion, which will also contribute to improving social inclusion for many people within New Zealand. DIA estimates that more than 1 in 5 New Zealanders are digitally excluded. Research conducted by Motu provides a shortlist of groups in society most at risk of digital exclusion: Māori, Pacific, people with disabilities, seniors (especially those over 75 years), those not employed or actively seeking work, and those in larger country towns<sup>[1]</sup>
21. In 2020, COVID-19 exposed the realities of the digital divide for these New Zealanders who have struggled to connect, communicate and access essential services. Digital inclusion is about more than technology and internet access – it is about skills, access, motivation and trust.
22. The Government Chief Digital Officer (GCDO) is revising the Digital Inclusion Action Plan 2020-2021 to reflect a post COVID-19 environment. This includes a greater emphasis on achieving digital equity and collaboration in the next iteration of the Digital Inclusion Action Plan. The GCDO will play an active role in facilitating a co-ordinated response across agencies to improve digital inclusion.

### **Progress of the work**

23. Substantive progress has been made on the design and assessment of resourcing, costs, benefits and risks of each of the four additional intervention areas – all having a key focus on children and young people. <sup>9(2)(f)(iv)</sup>

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<sup>[1]</sup><sup>[1]</sup> Report: Digital Inclusion and Wellbeing in New Zealand. Retrieved from: <https://www.digital.govt.nz/digital-government/digital-transformation/digital-inclusion/digital-inclusion-research/report-digital-inclusion-and-wellbeing-in-new-zealand/>

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### *Increasing understanding of local and national histories*

30. On 9 September 2019, Cabinet agreed to make teaching of New Zealand's histories in all schools and kura compulsory, and to update The New Zealand Curriculum and Te Marautanga o Aotearoa to reflect this [CAB-19-MIN-0455]. Following the announcement, the Ministry of Education has received extensive comments and expressions of interest for involvement from various stakeholders, including iwi and the general public.
31. The Ministry has developed an approach to collaboratively design and develop the curriculum updates in the first half of 2020. Advice has been provided on this to the Minister and Associate Minister of Education.
32. The Ministry has also been working with key agencies (MCH, National Library, Auckland Museum and Te Papa Tongarewa) to understand the resources developed and how these could be made more available and useful for schools and kura.
33. One of the key functions of MCH is to raise awareness about New Zealand histories. Alongside raising awareness through commemoration of significant anniversaries,<sup>[1]</sup> and supporting annual events (Waitangi Day and Anzac Day), MCH has started a national project, Te Tai Whakaea Treaty Settlement stories. This project aims to educate and inform people about Treaty settlements and their impact by connecting and engaging them with a diverse range of Treaty Settlement stories. A website has been created with videos, interviews and education resources. The first story featured is about Ngāti Awa's experiences. In 2020, additional stories about Ngāti Porou, Ngāti Whātua Orākei, Waikato-Tainui and Raukawa will be added.

### *Progress leveraging off existing interventions*

34. Progress in leveraging a wide range of existing government interventions has been enhanced through the sharing and coordination of work facilitated through the Oversight and Working Groups. This has increased the visibility of work across agencies and facilitated better coordination, alignment and work connections. Appendix 1 provides progress on activities against the work programme.

### **Work underway following COVID-19**

#### *Opportunity to explicitly improve social inclusion as part of the post COVID-19 recovery work*

<sup>[1][1]</sup> MCH administers a commemorations policy to recognise and celebrate anniversaries that are: of significance to New Zealand as a whole; of events that took place in New Zealand, involved New Zealanders, or have a clear connection to New Zealand; a multiple of 25 years since the event; and are representative of the diversity of New Zealanders' historical experiences [CAB Min (09) 44/6B].

35. The need to respond to the Covid-19 pandemic has required a significant change in direction and priorities. While this has led to major disruption in all aspects of New Zealanders' lives, it also provides an opportunity for us to think and do things differently.
36. We are now starting to move from the immediate pandemic response to thinking and planning for the recovery post COVID-19. As we do this, there is an opportunity to build a better New Zealand, not just to recreate what we already have. We are proposing that we more explicitly include improved social inclusion as a goal for our thinking and planning for the post COVID-19 recovery.
37. For example, we will be considering our approach to active labour market policies to support people who have lost their jobs back into work or training. There are groups of people in New Zealand who are disadvantaged in the labour market including Māori, Pacific peoples, older people, disabled people, and refugees, recent migrants and ethnic communities. There is an opportunity to consider how we could create a more inclusive labour market (that does not stereotype or discriminate against people due to their gender, ethnicity, beliefs, age, ability, sexual orientation or identity), as part of the work to support people into work.
38. As part of the COVID-19 Budget package, we invested in \$36 million over the next two years to strengthen the resilience and capability of community groups. Communities and community groups can seek small grants to respond to, and recover from the impact of COVID-19. One of the goals of this fund is to promote social inclusion in our communities.

#### *Cross-government framework for social inclusion*

39. While a lot of activity is occurring in government and communities at many levels, there is no purposeful and overarching government focus on New Zealand's social inclusion. We have also not been as deliberate as we could be about understanding the different dimensions and determinants of social inclusion (a very broad and multi-faceted concept). Social inclusion depends on a very wide range of things; yet some can be overlooked or receive insufficient attention given a focus on other more prominent issues.
40. By having a more purposeful focus and government-wide framing, we can better identify what is already strong and what might need to improve, including to better connect or prioritise collective effort. A purposeful approach will also help improve social resilience and better prepare us for the future, such as improving our ability to accommodate change; address issues earlier; and move through risks and challenges when they occur. Everyone plays a role in building social inclusion, such that even small positive changes made by a wide range of people and organisations (of all kinds) can make a big difference and influence wider culture change.
41. We also need to understand the breadth of activities that are already underway across the state sector, or are on future work programmes that contribute to multiple outcomes including social inclusion. For example, training and education initiatives focused on building cultural competency and addressing bias. These initiatives contribute to diversity and inclusion outcomes, as well as increasing the knowledge, skills and awareness of people in government and business, which in turn supports

social inclusion outcomes identified under the framework. Some of these activities will have been identified through the stocktake, but others will have been developed after that work was completed.

42. In this context, a clear framing of social inclusion across government is likely to be useful. An indicative framework has been developed (Appendix 2) which articulates the purpose for a cross-government focus on social inclusion; describes what we mean by the concept; summarises the key challenges and opportunities; outlines the key ways to build social inclusion; and sets outcomes for each key way to build inclusion. Using this framework could help to:
  - a) build a common understanding, language, vision and outcomes for social inclusion across government
  - b) focus and better coordinate actions and initiatives that are worth pursuing or further considering
  - c) prioritise collective effort and support more coordinated approaches.
43. The framework will need further testing with a targeted group of stakeholders, and may also further evolve within government with the benefit of further feedback and experience from its use. For this to be effective, the group needs to cover the full range of New Zealand communities, including representatives for majority groups.
44. The aim for this framework would be to build clear expectations that all social sector government agencies would use the framework to help guide all work directly related to social inclusion, including policy and service development. The framework would also help guide ongoing work as we continue to explore opportunities and implement changes. The Ministry of Social Development will work with the Social Wellbeing Board and social sector agencies to enable the framework to be used in social inclusion work from June 2020.

#### **Further potential actions have also been identified**

45. While we have made substantive progress on initial actions, there is still a strong case for further government actions to improve social inclusion and to tackle bias and address institutional racism in some policy settings.
46. We reviewed the work that was done last year (a rapid evidence review which identified the key ways to strengthen social inclusion and a stocktake of existing direct government activity) and the initial set of actions, and identified areas where there are still gaps. Three out of the four new actions identified in the September report-back contributed to the reducing discrimination theme <sup>9(2)(f)(iv)</sup> and work continues to strengthen the focus on equity and social inclusion in the government's existing priority work programmes.
47. We have identified the following actions:
  - Explore options to encourage and facilitate positive interactions between groups, including in the areas of grassroots sport, volunteering, schools, Mana Ake

programme<sup>1</sup>, the creative sector, and interfaith (*SportNZ, DIA, MOE, MCH, MBIE and OEC*).

- Support people in government to have the skills and knowledge to contribute to building social inclusion by:
  - using a common framework to provide direction for government activities, with a common language and ways to think about social inclusion (*MSD and OEC*)
  - investigate integrating unconscious bias training into public sector inductions (SSC)
  - identifying additional opportunities within existing work programmes to build the public's knowledge and skills (*all social sector agencies*).

48. Overall, further work would help to more fully realise the benefits of diversity and inclusion, and contribute to improved social, community and personal wellbeing, and culture change. We seek your agreement to investigate and scope these actions by the end of 2020.

### **Next Steps**

49. Following your agreement, Oversight and Working Groups will progress the work programme, including providing further advice on the proposed additional actions, with oversight from the relevant Ministers (Sports and Recreation, Community and Voluntary Sector, Education and Associate Education, Children, Arts, Culture and Heritage, Immigration, Ethnic Communities, State Services, Social Development). Officials will undertake targeted engagement to refine the draft social inclusion framework, with support from the Human Rights Commission.
50. There may be opportunities to further join up government, local government, and non-government social inclusion work in the second half of the year. Officials will brief Ministers and seek agreement to act on any opportunities.

### **Financial Implications**

51. 9(2)(f)(iv)

### **Legislative Implications**

52. There are no direct legislative implications or changes stemming from decisions in this paper.

### **Impact Analysis**

53. There are no regulatory impacts from the proposals in this paper and a Regulatory Impact Assessment is not required.

### **Population Implications**

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<sup>1</sup> Mana Ake provides support to children in years 1-8 at school in Christchurch, promoting wellbeing and positive mental health.

54. The table below summarises the impacts of these proposals on different population groups:

Population group	How the proposal may affect this group
Māori	Māori experience poorer outcomes across most social domains including health, education, employment, and housing. The proposals in this paper (particularly proposals to strengthen equity and social inclusion in priority work programmes) may have a greater positive impact for Māori.
Pacific Peoples	Pacific peoples experience poorer outcomes across most social domains including health, education, employment, and housing. The proposals in this paper (particularly proposals to strengthen equity and social inclusion in priority work programmes) may have a greater positive impact for Pacific Peoples.
Women, rainbow communities, and gender diverse people	Women, rainbow communities, and gender diverse people are groups identified as experiencing higher rates of discrimination. The proposals in this paper contribute to women, girls and the gender diverse having the space to confidently voice concerns and needs, and influence decisions as individuals and as part of a collective or community. The proposals in this paper may have a greater positive impact for these groups.
Disabled people	Disabled people are not always included in their communities, and experience higher rates of discrimination. The proposals in this paper contribute to giving effect to the United Nations Convention on the Rights of Persons with Disabilities. Article 5 of the Convention (Equality and non-discrimination) requires the government to promote equality and eliminate discrimination of disabled people, especially disabled women, children, and people from rainbow communities. Article 8 (Awareness-raising) requires the government to promote positive perceptions and greater social awareness towards persons with disabilities. The proposals in this paper may have a greater positive impact for disabled people.
Older people	Older people experience discrimination in a number of areas, particularly employment. Taking a more proactive and inclusive approach to the COVID recovery, particularly around employment, may have a greater positive impact for older people.
Ethnic Communities	Ethnic communities face racism and discrimination in many aspects of their day to day lives, and do not always feel included within New Zealand communities. The proposals in this paper may have a greater positive impact for ethnic communities.

## Human Rights

55. The proposals in this paper are consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993. The Human Rights Commission was established to advance social inclusion, harmonious relationships between communities and the human rights of everyone in New Zealand. Recent United Nations (UN) human rights statements and recommendations, specifically addressed to New Zealand, emphasise the importance of national inclusivity strategies, policies, frameworks and plans (e.g. UN Human Rights Committee 2016 [CCPR/C/NZL/CO/6], UN Committee on Racial Discrimination, September 2017 [CERD/C/NZL/CO/21-22], UN Human Rights Council, Universal Periodic Review, 2019 [A/HRC/41/4/Add.1], and UN Committee on the Elimination of Discrimination against Women, 2018 [CEDAW/C/

NZL/CO/8]. An overarching government social inclusion policy framework would be in keeping with New Zealand's international human rights commitments.

## Consultation

56. The Department of Internal Affairs; Ministry of Education; Ministry of Justice; Office for Disability Issues; Office of Ethnic Communities; Ministry for Women; Ministry for Pacific Peoples; Ministry of Business, Innovation and Employment; Ministry for Culture and Heritage; Ministry of Foreign Affairs and Trade; New Zealand Police; Department of Corrections; Sport New Zealand; the Treasury; Department of the Prime Minister and Cabinet (Child Wellbeing, Poverty Reduction, and the National Security Group); Ministry of Health; Oranga Tamariki; Ministry of Housing and Urban Development; Human Rights Commission; Social Wellbeing Agency; Te Puni Kōkiri; and the State Services Commission were consulted on this paper.

## Communications

57. There is no planned publicity for the proposals in this paper. Separately, MSD will, as part of its routine publications process, publicly release its Rapid Evidence Review on Social Inclusion. There is no planned publicity around that publication.

## Proactive Release

58. We do not propose to proactively release this Cabinet paper at this time. We intend to release this paper, and the previous SWC paper, as a package, in conjunction with the release of the next report-back paper on this work. This could be undertaken as part of the Government's response to the Royal Commission of Inquiry into the Attack on Christchurch Mosques.

59. When released, the papers will be subject to redactions, in accordance with the Official Information Act 1982 and under the principles in the Privacy Act 1993, e.g. Budget Sensitive information.

## Recommendations

60. The Prime Minister and Minister of Social Development recommend that the Social Wellbeing Committee:

1. **note** that, since the Committee's direction on 11 September 2019 [CAB-19-MIN-0472], a number of agencies have been working together, coordinated by MSD, to progress and strengthen connections of government actions to build social inclusion;
2. **note** that the Committee agreed to explore a small number of additional interventions that could have a significant impact on social inclusion (with a strong focus on children and young people), specifically:

9(2)(f)(iv)

- 2.4. increasing understanding of local and national histories.
3. **note** that substantive progress has been made on each intervention in recommendation 2;
4. **note** that progress in leveraging a wide range of existing government interventions has been enhanced through this work, including to:
  - 4.1. reduce discrimination in our communities;
  - 4.2. show government and public service leadership on social inclusion;
  - 4.3. support community-based activities that promote an inclusive national identity;
  - 4.4. strengthen our focus on equity and social inclusion in priority work programmes.
5. **note** that the cross-agency work has also enabled valuable consideration of both the challenges and opportunities for New Zealand related to social inclusion;
6. **note** that a framework has been developed to build a common understanding, language, vision and outcomes for social inclusion across government, focus and better coordinate action, and prioritise collective effort and support more coordinated approaches;
7. **note** that this framework will be tested with a targeted group of stakeholders, and may also further evolve within government with the benefit of further feedback and experience from its use;
8. **note** that while government has a critical role in building and supporting social inclusion, many of the activities that contribute to building greater social inclusion happen in communities;
9. **note** that the response to the COVID-19 pandemic has required the Government to suddenly and significantly revise its priorities and focus, with a substantive impact on a range of government activities, including Budget 20;
10. **agree** to explicitly include improving social inclusion as a goal for our thinking and planning for the post COVID-19 recovery;
11. **agree** to explore actions to improve social inclusion, including:
  - 11.1. exploring options to encourage and facilitate positive interactions between groups, including in the areas of grassroots sport, volunteering, schools, Mana Ake programme, the creative sector and interfaith;
  - 11.2. supporting people in government to have the skills and knowledge to contribute to building social inclusion, including a common framework and language around social inclusion, investigating and integrating unconscious bias training into public sector inductions, and identifying additional opportunities within existing work programmes, with the approval of relevant Ministers;
12. **note** that there are other key initiatives with high relevance to work on social inclusion, particularly the report of the Royal Commission of Inquiry into the Attack on Christchurch Mosques, the ongoing role of local government in promoting

social and cultural wellbeing, and work by the Inclusive Aotearoa Collective to develop a social inclusion strategy;

13. **note** that the Prime Minister and Minister of Social Development will release this paper, the previous SWC paper, and the next report-back paper as a package, at an appropriate time in the future (with appropriate redactions as required);
14. **invite** a further report-back on the next phase of work in early 2021.

Authorised for lodgement

Rt Hon Jacinda Ardern  
Prime Minister

Hon Carmel Sepuloni  
Minister of Social Development

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## **Appendix 1: Progress in leveraging existing government interventions**

### ***Reducing discrimination in our communities:***

#### *Expansion of the 'give nothing to racism' campaign (Justice)*

1. Funding was approved for a second phase of the HRC's anti-discrimination campaign on 24 June 2019 [CAB-19-MIN-0307.01]. HRC has run a procurement process and selected Clemenger BBDO to deliver the campaign's next phase. Stakeholder meetings were held in late January to inform the approach and planning.
2. The Office of Ethnic Communities (OEC) has developed a valuing ethnic diversity programme of work which includes partnering with the *All Right?* media campaign working with HRC on their *Give Nothing to Racism* programme and developing resources for employers to better engage and support a diverse workforce. OEC also recently launched a social media campaign - Stop. Think. Be Kind – to further support the reduction of discrimination in our communities.

### ***Showing government and public service leadership on social inclusion:***

#### *Prime Minister/Governor General engagements & national commemorations to promote an inclusive national identity and narrative (Ministry of Culture and Heritage)*

3. The Prime Minister has promoted an inclusive national identity and narrative in her speeches in New Zealand and overseas. The first anniversary of the 15 March Terror Attacks was also an important time to reinforce the importance of New Zealand's social inclusion.
4. Diversity is one the Governor General's priorities and she has used her programme of engagements to recognise and promote diversity and inclusion in New Zealand. MCH is responsible for the commemorations policy and works with other agencies to appropriately mark significant anniversaries. MCH is also working on refreshing the commemorations policy to increase the reach and inclusiveness of national commemorations.

#### *Minister for Ethnic Communities interfaith and Muslim dialogues (Office of Ethnic Communities)*

5. The Minister for Ethnic Communities hosted a series of 13 regional hui with Muslim leaders, women, and youth in mid-2019 to hear directly about their concerns and aspirations, and about what changes could lead to a more inclusive Aotearoa New Zealand. Several themes emerged around safety and wellbeing, employment, education and the role of media. A report has been developed, disseminated to attendees and published.
6. Four regional interfaith dialogues were hosted by the Minister for Ethnic Communities in Dunedin, Auckland, Christchurch and Wellington between 2 February and 1 March 2020. The Office of Ethnic Communities summarised key take-outs from each session and collated a more comprehensive report in April 2020. This report is planned for release to faith leaders shortly.

### *Ministerial Ethnic Communities Advisory Group (MECAG)*

7. OEC is supporting the Minister for Ethnic Communities to establish an Advisory Group to provide direct advice on:
  - how to best reflect voices in policy development and service delivery
  - identifying further opportunities and strategies to promote social inclusion, and
  - improving the outcomes for our ethnic communities.
8. Once approved by APH, MECAG members will be champions for diversity, capable of demonstrating deep understandings of the issues faced by their own, and broader, ethnic communities.

### *Building the capability of the public service frontline to deliver services to our diverse community (Office of Ethnic Communities)*

9. The Office of Ethnic Communities (OEC) has developed a training package for staff, focusing on equity, diversity and inclusion. This is currently being tested within the Office. The next step is to develop an implementation plan that leads to expanding this training package to frontline staff in social agencies, with targeted implementation to occur by the end of this year.
10. A peer support network has been put in place to support new Muslim public servants across a range of government agencies in Christchurch. OEC is testing this approach with the Muslim community and will look at expanding this to other groups if this proves to be an effective model.

### *Increasing diversity in public service leadership and frontline roles (State Services Commission)*

11. The State Services Commission (SSC) leads a range of system level work which is focused on improving the diversity and inclusiveness of the Public Service workforce, for it to value, reflect, and understand the communities it services. Through the collective leadership of the Public Service Chief Executives working as a team – the State Services Leadership Team (SSLT) – a programme of initiatives is already making an impact on the diversity and inclusiveness of our Public Service organisations. Examples include work on the Gender-Pay gap and pay equity, a Pacific workforce plan, Mana Aki: Building intercultural competence, and improving data collection for the disability and rainbow communities.
12. This has been done while increasing ethnic diversity at senior leader levels (tiers 1-3) – there is now 49.6% female representation in these roles across the Public Service, and at or near population representation levels for most ethnicities across the Public Service. Gender diversity has been achieved amongst Public Service CEs, including diversity across roles weighted for job size. Further work is being undertaken to increase ethnic representation at the senior leader levels, particularly for Pacific and Asian ethnicities. Representation of Māori, Pacific and MEELA public service employees continues to track either at or above New Zealand labour force levels.

13. In 2020, SSC will be exploring ways to further improve our knowledge base for all diversity domains but particularly in relation to disability and faith. This will be assisted by better data on the representation of disabled people employed in the Public Service and understanding the faith or religious affiliation needs of public servants.
14. The Public Service Bill currently before select committee will put responsibilities on chief executives and the State Services Commissioner to promote diversity and inclusion in the Public Service and enable other ways of supporting social inclusion. The Bill provides new powers, such as providing the Commissioner the function of developing and maintaining guidance and standards on diversity and inclusion in the Public Service. Chief executives and Boards will be expected to promote diversity and inclusiveness in employment and workforce policies and practices; foster a workplace inclusive of all groups; comply with any guidelines and standards provided by the Commissioner. That could include training. The Commissioner will also be required to report regularly on the State of the Public Service and we intend to include progress on diversity and inclusion.

*Government and public service leader's role modelling social inclusion (State Services)*

15. Supporting these achievements and initiatives, there are five key focus areas that have been assessed under the diversity and inclusion programme as enabling strong positive change, contributing to social inclusion goals. Training and competency programmes are being developed to be rolled out across the system addressing:
  - Bias: training and guidance on changing structural systems to prevent all forms of bias occurring.
  - Intercultural competence: training modules for all employees. MBIE has led the development, piloting and evaluation of Mana Aki: Building intercultural competence in New Zealand's public service. The programme was piloted in MBIE, DIA and NZ Police during 2019/20 and an evaluation has been completed. MBIE is incorporating refinements to the programme and it will then be made available through the SSC for all government agencies.
  - Building relationships: inclusivity tools and resources to build meaningful relationships with employees.
  - Employee networks: guidance and support for agencies to promote, resource and engage with employee-led networks.

***Support community-based activities that promote an inclusive national identity:***

*Community-based activities e.g. Huarahi Hou, Pathway to Treaty-based Multicultural Communities (DIA, Office of Ethnic Communities, MSD)*

16. We announced in December 2019 an increase in investment of the Ethnic Communities Development Fund from \$520,000 to \$4.2 million each year to support community projects.
17. In April 2020, the Minister of Ethnic Communities approved a shift to the priorities of the Ethnic Communities Development Fund to provide targeted support for community groups during the recovery phase for COVID-19. The priority areas are now community

driven employment initiatives, the building of community resilience (e.g. budget advice and financial planning), and online social activity programmes that contribute to communities staying connected.

18. Additional funding from Budget 19 has enabled MSD's E Tū Whānau initiative (and new five-year strategy) to expand work with families from diverse backgrounds. This work focuses on building protective factors and supporting families from migrant and former refugee backgrounds to create positive futures within their New Zealand communities. This includes a strong focus on youth leadership and capability development, within each community, and also as part of a multi-ethnic youth strategy with Māori and Pacific rangatahi.

#### *Expansion of the Welcoming Communities Programme (MBIE)*

19. On 26 August 2019, Cabinet agreed to expand this programme following a two-year trial [CAB-19-MIN-0427]. The independent final evaluation report on the pilot programme indicates that it has had a meaningful impact in terms of its intended outcomes and provides lessons which will be applied during the programme expansion. An expression of interest process will be run for new councils to join the programme. In 2019 the programme's accreditation model was launched and the current ten participating councils were accredited.

#### *Strengthening community engagement to support social inclusion outcomes for refugees (MBIE)*

20. Immigration New Zealand has developed a Community Engagement Framework which aims to support the participation of communities in ensuring that refugees feel well informed, are listened to, can access employment and economic opportunities and that their contribution is recognised. The framework is based on the elements of belonging, inclusion, participation, recognition and legitimacy. Work is progressed on the approach to support the implementation of the framework, which includes achievement of community's social cohesion and inclusion objectives.

#### ***Strengthen our focus on equity and social inclusion in priority work programmes:***

##### *Welfare overhaul (MSD)*

21. Building on the Government's commitment to overhaul the welfare system, and the advice from the Welfare Expert Advisory Group, Cabinet agreed in April 2019 to three priority areas of work: addressing financial support with a focus on child wellbeing; supporting people who are able to be earning, learning, caring or volunteering; and improving access to affordable housing [CAB-19-MIN-0170]. Current key focus areas are: reducing barriers to employment and training; better support for parents; ensuring income support is accessible; and better support for disabled people and people with health conditions.
22. The government has confirmed the medium to long term plan for the welfare overhaul [CAB-19-MIN-0578]. The work programme will be focused on: resetting the foundations of the welfare system; increasing income support and addressing debt; improving and expanding employment services; improving supports and services for disabled people, people with health conditions and disabilities and their carers; building partnerships; and

enhancing the community sector. Some more complex areas will require more time to consider, including simplifying the income support system, aligning the welfare system with other support systems, and reviewing housing and childcare supports.

#### *Health and Disability System (Health)*

23. The Ministry of Health's national Psychosocial and Mental Wellbeing Recovery Plan, which sets out a framework and actions to support New Zealanders' mental and social wellbeing in during the COVID-19 recovery, promotes social inclusion. A focus on equity and social inclusion is also being progressed through the implementation of the Government's response to *He Ara Oranga: Report of the Inquiry into Mental Health and Addiction* and the *Every Life Matters* suicide prevention strategy and

#### *Education system work programme (Education)*

24. A strong focus on equity and social inclusion is included in the draft National Educational Learning Priorities and Tertiary Education Strategy, Response to the review of Tomorrow's Schools and the Early Learning Strategic Plan.

#### *Oranga Tamariki*

25. Oranga Tamariki is undergoing a period of significant transformation, with the goal of making New Zealand the best place in the world to be a child or young person. It is building a system that aims to make a difference for a child or young person at the earliest possible point, by keeping more children and young people safely with their families and whānau; where that is not possible, providing children and young people with high-quality alternative care; supporting young people, whānau and victims of youth crime to restore their mana; supporting children and young people to connect to their whakapapa and cultural identity; and ensuring that children and young people in care or custody can transition to independence with appropriate support.
26. More broadly across the Oranga Tamariki system, we are anticipating higher levels of children, young people, families and whānau will need support, and more complex and new needs will emerge quickly as unemployment and economic disruption increases quickly. To reduce the risk of poor child wellbeing outcomes and to prevent more children coming into care, work is underway across Oranga Tamariki to mitigate the impacts of COVID-19 on children and young people in the recovery period. This includes the first Oranga Tamariki Action Plan being developed as an operational lever across government to support these children and whānau through the recovery period.

#### *Housing*

27. Government recently announced the Aotearoa New Zealand homelessness action plan which aims to drive actions that aim to improve the wellbeing and housing outcomes of individuals, families and whānau who are at risk of, or experiencing, homelessness. This includes people who are without shelter, in emergency and temporary accommodation and living as a temporary resident in a severely overcrowded private dwelling and are some of the most disadvantaged and excluded individuals in our society. The action plan:
- sets out new immediate actions to be put in place in 2020 to improve wellbeing and housing outcomes for people experiencing homelessness

- provides an overarching framework for communities, Iwi, providers, private sector, local authorities and government agencies to continue to work together to prevent and reduce homelessness
- provides a road map for long-term solutions over the next four years to continue to build on and support the local work already underway around New Zealand.

28. The action plan is backed by \$300 million of funding to support the delivery of immediate new actions which are expected to support over 10,000 individuals, families and whānau.

*Employment strategies and action plans tailored for specific groups, including refugees, recent migrants and ethnic communities (MBIE)*

29. As part of the development of six population-focussed Action Plans set out in the Employment Strategy, the draft Employment Action Plan for refugees, recent migrant and ethnic communities was considered by Cabinet on 16 December 2019. This action plan is made up of established plans for refugees and recent migrants (that include some new actions), and new actions for ethnic communities. Targeted engagement is being undertaken with ethnic communities to help develop these new actions. The draft Action Plan will be reconsidered in the context of COVID-19 to ensure the interventions identified support the needs of these groups in the changed labour market environment. Officials will report back to Cabinet with an update on the Employment Strategy Action Plans by mid-2020.

*Strengthening and/or extending Refugee Support packages (MBIE)*

30. Budget funding is being sought to improve the refugee family reunification system. This is the system for enabling refugees who have settled in New Zealand to sponsor their offshore family members to join them here to support positive settlement outcomes and integration.

31. In 2018 four approved community organisations sponsored six refugee families to settle in New Zealand under a pilot of the Community Organisation Refugee Sponsorship category. The category is an alternative pathway for refugee resettlement which enables community organisations to actively participate in refugee resettlement. Overseas, similar programmes have been effective at promoting social inclusion across diverse groups. Budget funding is being sought to extend the pilot and enable more community organisations to sponsor an increased number of refugee families.

*Ethnic Youth (Office of Ethnic Communities)*

32. OEC has developed a youth framework focused on increasing resilience, empowerment and identity for ethnic youth, currently focused around Muslim youth in Christchurch, but with the intention to expand to a more pan-ethnic approach. A range of activities and learning opportunities are underway in partnership with youth groups, NGOs, and government agencies, including psychological first aid training, financial literacy, navigation and understanding of the legal system, and digital safety.

## **What else is happening in communities**

33. Many activities which support social inclusion are generated and occur within communities and these were not captured as part of the earlier government stocktake. There is an extensive amount of contribution and positive action by New Zealanders, and different groups and organisations, of all kinds, play pivotal roles. In this context, any summary can only be partial. A small number of examples are noted below.
34. Belong Aotearoa (previous known as Auckland Regional Migrant Services) convened a sector hui in May 2019 to bring together leaders, groups and organisations working in their communities to recognise and celebrate diversity, and to help build belonging and inclusion. The hui was a call to action to start a conversation to share experiences, exchange ideas and begin to develop solutions to achieve change towards a more inclusive New Zealand.
35. Work by the Inclusive Aotearoa Collective aims to develop a social inclusion strategy, involving a large number of community conversations around New Zealand this year. Their aim is to develop a national strategy for belonging and inclusion by the end of 2020, and then to develop 'constellations' of multi-party work to improve inclusion and foster greater collaboration across communities.
36. Other examples of things happening around the country include:
- councils, agencies and groups setting up advisory panels, forums and workshops to discuss issues and solutions
  - businesses developing inclusiveness and diversity campaigns
  - communities opening their doors and supporting people in the wake of emergencies
  - migrant centres and multicultural councils running race relations days in partnership with councils and Tangata Whenua, and
  - community-led cultural and diversity experiences and anti-discrimination activities.

## **Progress on investigation of relevant social inclusion indicators**

37. MSD was also asked to begin work exploring measures and indicators of social inclusion, working with Treasury and other agencies. Early scoping work has identified the need for: (i) clarity of purpose alongside other measurement initiatives; (ii) an agreed framework to attach measures to; (iii) further work on understanding gaps in the availability and quality of data for some key domain areas.
38. Work to date has also looked at previous attempts to develop social inclusion measures in both New Zealand and overseas. We need to be very mindful of New Zealand's unique bicultural foundations, along with other existing measurement frameworks, including the Living Standards Framework, Indicators Aotearoa and recent work on child wellbeing measures.



# Social Inclusion in Aotearoa New Zealand

A place where all people feel they belong and can contribute

## What we mean by social inclusion

Social inclusion is the degree to which all people:

- live without harm, prejudice and discrimination of all forms
- can openly express their identities and feel valued and accepted
- have equal opportunities to meaningfully participate, and have the resources and capability to do so.

## The Challenge

- Significant numbers of New Zealanders do not experience New Zealand as a fully inclusive place. We know differences are not always respected and discrimination and harm occurs, including as a result of events or actions in the past that can have flow-on implications to today and the future.
- New Zealand society has been changing rapidly, including becoming much more ethnically diverse. Future changes are also guaranteed. We need to better understand the implications of change for social inclusion, including the benefits and challenges it creates.
- People should be able to express their identities and opinions while also respecting the identities and opinions of others. We can do better at providing space for dialogue, debate and the airing of grievances, even when disagreeing.
- If behaviours or practices that harm inclusion, even in small ways, are not addressed, they can be repeated and sometimes escalate to more harmful levels.
- Social inclusion depends on a very wide range of things; yet some can be overlooked or receive insufficient attention given a focus on other more prominent issues.
- We are not as deliberate as we could be about understanding social inclusion – a very broad and multi-faceted concept – and its different dimensions and determinants.
- While a lot of activity is occurring in communities, and at many different levels, there is no purposeful and overarching focus on New Zealand’s social inclusion.

## Principles

Te Tiriti is a foundation for social inclusion, with rights accorded to Māori as tangata whenua.

All people have human rights and responsibilities that should be respected and upheld.

All people deserve to live a good life free from discrimination and harm.

The needs of vulnerable members of society need special consideration.

People belong to multiple communities and have many social identities that combine, overlap and intersect.

All people and organisations can make a meaningful contribution to improving social inclusion.

## The Opportunity

- A society that fully values diversity benefits from the diverse talents, ideas and viewpoints of all its people.
- Social and community wellbeing are strong determinants of people’s individual wellbeing.
- By working to improve inclusion, we can potentially create better opportunities for dialogue about, and resolution of, differences or harm.
- By having a more purposeful focus on social inclusion, we can better identify what is already strong and what might need to improve, including to connect or prioritise collective effort.
- A purposeful approach would contribute to improving social resilience and better prepare us for the future, such as growing our ability to accommodate change; address issues earlier; and move through risks and challenges when they occur.
- Given strong connections to other countries and cultures, New Zealanders can help to build understanding, embrace difference and reduce discrimination in other contexts.
- Everyone plays a role in building social inclusion, such that even small positive changes made by a wide range of people and organisations (of all kinds) can make a big difference.

## Key outcomes

- People value diversity and interact positively and respectfully with others
- People are able to live free from all forms of discrimination and harm
- People have the knowledge and skills they need to understand differences and diversity, and participate meaningfully in society
- People can share their views, are enabled to be open and understood, and can agree or disagree constructively
- People have access to the support and resources they need to meaningfully participate in society

Key ways to build social inclusion	What government can do
Fostering inclusive values and social norms	<ul style="list-style-type: none"> <li>• Prioritise social inclusion, provide clarity around national direction to build social inclusion, and formally incorporate diversity and inclusion into policy development, where appropriate</li> <li>• Support New Zealanders from diverse backgrounds into leadership and frontline roles in the public service</li> <li>• Be informed of the public’s social concerns and remain flexible to address these appropriately</li> <li>• Use leadership platforms to role model and promote inclusion and actively include isolated and marginalised people</li> </ul>
Encouraging and facilitating positive interactions between people	<ul style="list-style-type: none"> <li>• Create and support opportunities for bridging across communities to occur</li> <li>• Support and build the capacity and capability of civil society, NGOs and communities to foster social inclusion</li> <li>• Build integration of diverse communities into urban planning</li> </ul>
Tackling harms to inclusion (including prejudice, discrimination, privilege and other harmful behaviours)	<ul style="list-style-type: none"> <li>• Demonstrate leadership to identify and address unconscious and systematic bias, and institutional discrimination</li> <li>• Support individuals, communities, organisations and the media to tackle bias and discrimination</li> <li>• Promulgate laws and regulations that deter and prohibit possible harms to inclusion</li> <li>• Develop strong but nuanced counter narratives to challenge arguments for exclusion and extremism</li> </ul>
Supporting people to enhance their awareness, knowledge and skills	<ul style="list-style-type: none"> <li>• Ensure that people are educated on Te Tiriti, New Zealand histories, and other events that shape our society</li> <li>• Normalise inclusivity and educate on diversity (gender, sexuality, religion, culture etc.)</li> <li>• Recognise the role that individuals, communities and organisations have in building social inclusion and support them to do this</li> <li>• Encourage media to provide positive representations of diversity and inclusive themes</li> </ul>
Supporting people to have a ‘voice’ and feel heard	<ul style="list-style-type: none"> <li>• Support greater levels of civic engagement, particularly amongst minority groups</li> <li>• Provide mechanisms for grievances that are informed, impartial and can be trusted by all</li> <li>• Foster an environment where people are able to challenge ideas, and to be challenged, respectfully</li> </ul>
Reducing inequality and improving opportunities for people	<ul style="list-style-type: none"> <li>• Co-ordinate and collaborate with local and regional government, civil society, NGOs and communities to deliver services and resources that reduce inequalities</li> <li>• Ensure that everyone is able to enjoy all the Human Rights entitled to them and actively address the barriers to these</li> </ul>



# Overview of government activities to strengthen social inclusion

The key ways to strengthen social inclusion	Fostering inclusive values and social norms	Encouraging and facilitating positive interactions between people	Tackling harms to inclusion (including prejudice, discrimination, privilege and other harmful behaviours)	Supporting people to enhance their awareness, knowledge and skills	Supporting people to have a 'voice' and feel heard	Reducing inequality and improving opportunities for people
<b>Themes of work to date</b>	Showing government and public service leadership on social inclusion		Reducing discrimination in our communities	Supporting community-based activities that promote an inclusive national identity		Strengthening our focus on equity and social inclusion in priority work programmes
<b>Additional Interventions explored to date</b>			<p><b>Education/Justice:</b> 9(2)(f)(iv)</p> 	<p>9(2)(f)(iv)</p> <ul style="list-style-type: none"> <li>Increasing understanding of local and national histories through updating the New Zealand Curriculum and Te Marautanga o Aotearoa.</li> </ul>		
<b>Leveraging of Existing Interventions</b>	<ul style="list-style-type: none"> <li>Prime Minister/Governor General engagements and national commemorations to promote an inclusive national identity and narrative (Arts, Culture and Heritage) eg, 15 March Anniversary</li> <li>Increasing diversity in public service leadership and frontline roles (State Services) eg, through Career Boards and across government agencies</li> <li>Government and public service leader's role modelling social inclusion (State Services) eg, DIA has created an inclusive leadership model for adaption across the public service</li> </ul>	<ul style="list-style-type: none"> <li>Minister for Ethnic Communities Muslim and interfaith dialogues (OEC)</li> <li>Pathway to Treaty-based Multicultural Communities</li> </ul>	<ul style="list-style-type: none"> <li>'Give nothing to racism' campaign second phase (MoJ)</li> <li>The Bullying Prevention and Response Work Programme 2019-2022 (MoE)</li> </ul>	<ul style="list-style-type: none"> <li>Ethnic Communities Development Fund expansion and extended flexibility and timeliness of decisions (OEC)</li> <li>Welcoming Communities expansion (Immigration)</li> <li>Building the capability of the public service frontline to deliver services to our diverse community (OEC) eg, training package for staff developed and being tested</li> <li>E Tū Whānau initiative expansion and new five year strategy (MSD)</li> <li>Te Tai Whakaea Treaty Settlement stories national project (MCH)</li> </ul>	<ul style="list-style-type: none"> <li>A peer support network has been put in place to support new Muslim public servants in Christchurch (OEC)</li> <li>Establishing a Ministerial Ethnic Communities Advisory Group (OEC)</li> </ul>	<p><b>Social Development: Welfare overhaul Health:</b></p> <ul style="list-style-type: none"> <li>National mental health and psychosocial recovery plan</li> <li>The Every Life Matters suicide prevention strategy and action plan</li> </ul> <p><b>Education:</b></p> <ul style="list-style-type: none"> <li>National Educational Learning Priorities</li> <li>Tertiary Education Strategy</li> <li>Response to the review of Tomorrow's Schools</li> <li>Early Learning Strategic Plan</li> </ul> <p><b>Oranga Tamariki:</b></p> <ul style="list-style-type: none"> <li>Policy work to reform of the system of financial assistance for caregivers</li> </ul> <p><b>Housing:</b></p> <ul style="list-style-type: none"> <li>Aotearoa New Zealand homelessness action plan</li> </ul> <p><b>Employment:</b></p> <ul style="list-style-type: none"> <li>Employment strategies and action plans tailored for specific groups, eg, refugees, recent migrants and ethnic communities</li> </ul> <p><b>Immigration:</b></p> <ul style="list-style-type: none"> <li>Refugee support packages</li> <li>Ethnic Communities:</li> <li>Youth framework</li> </ul>
<b>Proposed Further Exploratory Interventions</b>		Exploring opportunities in the areas of grass roots sports, volunteering, schools, the creative sector, and interfaith		Exploring supporting people in government to have the knowledge and skills to contribute to building social inclusion, including the use of a common framework		



# Cabinet Social Wellbeing Committee

## Minute of Decision

*This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.*

### Social Inclusion Report-back

**Portfolios**                      **Prime Minister / Social Development**

On 17 June 2020, the Cabinet Social Wellbeing Committee:

- 1        **noted** that in September 2019, the Cabinet Social Wellbeing Committee (SWC):
  - 1.1        agreed to leverage some existing interventions and explore a small number of additional interventions that could have a significant impact on social inclusion (with a strong focus on children and young people), including:
    - 9(2)(f)(iv)
    - 1.1.4        increasing understanding of local and national histories;
  - 1.2        invited the Minister of Social Development to lead a progress report-back to SWC, with all Ministers responsible for the agreed actions, including design and an assessment of resourcing, costs, benefits, and risks of additional interventions;
- [SWC-19-MIN-0126]
- 2        **noted** that, since the September 2019 decision, a number of agencies have been working together, coordinated by the Ministry for Social Development, to progress and strengthen connections of government actions to build social inclusion;
- 3        **noted** that substantive progress has been made on each intervention referred to in paragraph 1.1;

- 4 **noted** that progress in leveraging a wide range of existing government interventions has been enhanced through this work, including to:
- 4.1 reduce discrimination in New Zealand's communities;
  - 4.2 show government and public service leadership on social inclusion;
  - 4.3 support community-based activities that promote an inclusive national identity;
  - 4.4 strengthen New Zealand's focus on equity and social inclusion in priority work programmes;
- 5 **noted** that the cross-agency work has also enabled valuable consideration of both the challenges and opportunities for New Zealand related to social inclusion;
- 6 **noted** that a framework has been developed to build a common understanding, language, vision, and outcomes for social inclusion across government; focus and better coordinate action; and prioritise collective effort and support more coordinated approaches;
- 7 **noted** that the framework referred to in paragraph 6 will be tested with a targeted group of stakeholders, and may also further evolve within government with the benefit of further feedback and experience from its use;
- 8 **noted** that while government has a critical role in building and supporting social inclusion, many of the activities that contribute to building greater social inclusion happen in communities;
- 9 **noted** that the response to the COVID-19 pandemic has required the government to suddenly and significantly revise its priorities and focus, with a substantive impact on a range of government activities, including Budget 2020;
- 10 **agreed** to explicitly include improving social inclusion as a goal for the government's thinking and planning for the post COVID-19 recovery;
- 11 **agreed** to explore actions to improve social inclusion, including:
- 11.1 options to encourage and facilitate positive interactions between groups, including in the areas of grassroots sport, volunteering, schools, the Mana Ake programme, the creative sector and interfaith;
  - 11.2 supporting people in government to have the skills and knowledge to contribute to building social inclusion, including a common framework and language around social inclusion, investigating and integrating unconscious bias training into public sector inductions, and identifying additional opportunities within existing work programmes, with the approval of relevant Ministers;
- 12 **noted** that there are other key initiatives with high relevance to work on social inclusion, particularly the report of the Royal Commission of Inquiry into the Attack on Christchurch Mosques, the ongoing role of local government in promoting social and cultural wellbeing, and work by the Inclusive Aotearoa Collective to develop a social inclusion strategy;

- 13 **invited** the Prime Minister and the Minister of Social Development to report-back to the Cabinet Social Wellbeing Committee on the next phase of work in early 2021.

Vivien Meek  
Committee Secretary

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**Present:**

Rt Hon Winston Peters  
Hon Kelvin Davis  
Hon Grant Robertson  
Hon Dr Megan Woods  
Hon Chris Hipkins  
Hon Andrew Little  
Hon Carmel Sepuloni (Chair)  
Hon Nanaia Mahuta  
Hon Tracey Martin  
Hon Willie Jackson  
Hon Poto Williams  
Hon Julie Anne Genter  
Jan Logie, MP

**Officials present from:**

Office of the Prime Minister  
Department of the Prime Minister and Cabinet  
Office of the SWC Chair

Proactively Released



# Cabinet

## Minute of Decision

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### **Report of the Cabinet Social Wellbeing Committee: Period Ended 19 June 2020**

On 22 June 2020, Cabinet made the following decisions on the work of the Cabinet Social Wellbeing Committee for the period ended 19 June 2020:

Out of scope

Proactively Released

*Out of scope*

SWC-20-MIN-0071 **Social Inclusion Report-back**  
Portfolios: Prime Minister / Social Development

CONFIRMED

*Out of scope*

Michael Webster  
Secretary of the Cabinet

Proactively Released