



12 May 2021

[Redacted]

Reference: OIA-2020/21-0443

Dear [Redacted]

Official Information Act request relating to listed documents connected to the Royal Commission of Inquiry into terrorist attack on Christchurch masjidain

Thank you for your Official Information Act 1982 (the Act) request received by the Department of the Prime Minister and Cabinet (DPMC) on 12 March 2021. You requested:

“...I would like to request any relevant information, including:

- *reports*
- *advice or analysis documents (including correspondence)*
- *other relevant documents*

Relating to the following DPMC reports:

- *Report on community hui held in response to the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques*
- *Continuing Action to Improve Social Inclusion...*”

I note the time frame for responding to your request was extended under section 15A of the Act by 20 working days because further consultations needed to be undertaken before a decision could be made on your request. Following this, I am now in a position to respond.

In considering the scope of your request, I have interpreted the part for “*advice or analysis documents (including correspondence)*” to be for formal advice, such as briefings, status updates, aides-memoire and reports, and to exclude informal or administrative advice, for example emails containing advice regarding the publication of the two documents you listed.

I would also note that my response addresses information held by DPMC and does not address any additional information potentially held by relevant Ministerial offices. If you wish to make a related Ministerial request, contact details for Ministers can be found at: <https://www.beehive.govt.nz/ministers>. For quick reference, Ministers directly involved with the two documents you listed are outlined below:

- *Report on community hui held in response to the Royal Commission into the Terrorist Attack on Christchurch Mosques* (published online at: <https://dpmc.govt.nz/our-programmes/national-security/royal-commission-inquiry-terrorist-attack-christchurch-masjidain-0>) includes a foreword from Hon Andrew Little and Hon Priyanca Radhakrishnan; and
- *Continuing Action to Improve Social Inclusion* (published online at: <https://dpmc.govt.nz/publications/documents-relating-governments-response-royal-commission-inquiry-terrorist-attack>) was taken to Cabinet by Rt Hon Jacinda Ardern, Hon Chris Hipkins, and Hon Priyanca Radhakrishnan.

Please find attached material identified as in scope of your request. Some information has been withheld in these documents under the following sections of the Act:

- section 6(a), to protect the security or defence of New Zealand or the international relations of the Government of New Zealand
- section 9(2)(a), to protect the privacy of individuals;
- section 9(2)(ba)(i), to protect the supply of similar information in the future; and
- section 9(2)(g)(i), to maintain the effective conduct of public affairs through the free and frank expression of opinion.

Also identified as relevant to your request were a number of briefings provided by DPMC's Policy Advisory Group to the Prime Minister. These briefings are provided in confidence to the Prime Minister in order to support her in her role as leader of the Government and Chair of Cabinet. These briefings are withheld in their entirety (including their titles) under the following sections of the Act, as applicable:

- section 9(2)(f)(ii), to maintain the constitutional conventions for the time being which protect collective and individual Ministerial responsibility;
- section 9(2)(f)(iv), to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials; and
- section 9(2)(g)(i), to maintain the effective conduct of public affairs through the free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any department or organisation in the course of their duty.

In making my decision, I have taken the public interest considerations in section 9(1) of the Act into account.

You have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the Act.

This response will be published on DPMC's website during our regular publication cycle. Typically, information is released monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Yours sincerely



Tony Lynch
**Deputy Chief Executive
National Security Group**



Briefing

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN WELLINGTON, 31 JANUARY – 1 FEBRUARY

Date	28/01/2021	Priority	Urgent
Deadline	28/01/2021	Briefing Number	2021NSP/051

Purpose

To provide Ministers with detail on the scheduled engagements with Muslim communities and pan-ethnic/multi-faith communities in Wellington on 31 January and 1 February.

This is the first in a series of planned briefings for the broader national programme of engagement in February with communities regionally across New Zealand for the Government's response to the RCOI.

Recommendations

1. **Note** the content of this briefing.

<p>Tony Lynch Deputy Chief Executive, National Security, DPMC, and Lead Official for the Government's RCOI Response</p>	<p>Hon Andrew Little Lead Coordinating Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on Christchurch Mosques</p>
<p>...../...../.....</p>	<p>...../...../.....</p>

<p>RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN WELLINGTON, 31 JANUARY – 1 FEBRUARY</p>	<p>2021NSP/051</p>
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Hon Priyanca Radhakrishnan Minister for Diversity, Inclusion and Ethnic Communities
...../...../.....

Contact for telephone discussion if required:

Name	Position	Telephone		1st contact
Tony Lynch	DCE, National Security Group, DPMC	9(2)(a)	9(2)(a)	✓
Dan Eaton	Director, National Security Policy Directorate, DPMC	9(2)(a)	9(2)(a)	

Minister's office comments:

- Noted
- Seen
- Approved
- Needs change
- Withdrawn
- Not seen by Minister
- Overtaken by events
- Referred to

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN WELLINGTON, 31 JANUARY – 1 FEBRUARY

Purpose

1. To provide Ministers with detail on the scheduled engagement events with Muslim communities and pan-ethnic/multi-faith communities in Wellington on 31 January and 1 February.
2. This is the first in a series of planned briefings for the broader national programme of engagement in February with communities regionally across New Zealand for the Government's response to the RCOI.

Background

3. In the immediate period following the public release of the RCOI report, engagement was prioritised with affected whānau and survivors in Christchurch in acknowledgement of the deep hurt and pain experienced by the Christchurch victim community and to listen to their concerns and priorities for the Government's response.
4. Muslim communities and broader ethnic and faith communities across New Zealand have expressed a desire for engagement with Ministers and officials on the RCOI, and the decision was made to schedule this engagement after the holiday period to allow time for communities to digest the report and to have sufficient time to plan to attend these events.
5. We have been working closely with Ministers' offices and the Office of Ethnic Communities (OEC) to develop a programme of engagements that covers key centres in New Zealand. The programme includes meetings with Muslim communities, national umbrella organisations, pan-ethnic and multi-faith groups, and national faith councils. This programme has been designed in consultation with a key community stakeholder for the Muslim community, the Islamic Women's Council of New Zealand, and tested with a range of community leaders.
6. The purpose of these engagements is to:
 - a) continue to build strong, trusted relationships between these communities and Government as the basis for long-term partnerships;
 - b) listen to reactions around the RCOI report and answer questions;
 - c) talk to RCOI issues, including the initiatives announced during the immediate response;
 - d) understand the key priority issues for communities to inform the development of the Government's high-level response and implementation roadmap.
 - e) discuss and invite views on the establishment of the Implementation Oversight Advisory Group; and
 - f) discuss how the Government's response will unfold, and how communities can work together with us in shaping its substance.

7. This programme begins with engagements in Wellington on Sunday 31 January and Monday 1 February with Muslim communities and pan-ethnic/multi-faith communities. These engagements will be led by Minister Little. Minister Radhakrishnan will attend some of the events as will MP Ibrahim Omer. Officials will be supporting throughout.
8. Many community members invited to these events also participated in pre-engagement hui held in December. In addition to specific RCOI engagement, many in the Muslim and pan-ethnic/multi-faith groups participated in other hui that arose from the March 15 attacks, including the Muslim Dialogues, Faith/Interfaith Hui, and Workshops by DIA on Countering Violent Extremism Online.
9. We expect that some community members will attend these engagements having read the RCOI report carefully and will be prepared with specific questions. However many more will have found it challenging to engage with such a large volume of difficult, technocratic, and potentially re-traumatising material.
10. Community members are also likely to be critical of the report, to express disappointment about the perceived lack of government accountability found by the RCOI, and to be cynical about the Government's intentions to make any real changes based on the report's recommendations.
11. A run sheet and list of attendees for 31 January and 1 February is included in Attachment A. A meeting agenda is included in Attachment B. Suggested opening remarks for Wellington community engagements are included in Attachment C. Key questions and answers are included in Attachment D. The principles guiding the Government's response are included in Attachment E.

Sunday 31 January: Muslim Community Engagements


12. On Sunday, meetings will take place at Sky Stadium, Wellington, with Muslim community members. This includes an open session for members of all Muslim communities, and specific sessions for female Muslim community members and Muslim young people.
13. A meeting agenda for these engagements is included in Attachment B. Culturally appropriate refreshments will be served at each event.

1:00pm-2:30pm All Muslim Communities

14. The first meeting is an open invitation for members of all Muslim communities, including men, women and young people.

15. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)



9(2)(a), 9(2)(g)(i)

3:00pm-4:30pm Muslim Women

16. The second meeting is an open invitation for all Muslim women.

17. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

5:00pm-6:30pm Muslim Young People

18. The final meeting of the day is an open invitation for all Muslim young people.

19. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

Monday 1 February: Pan-Ethnic/Multi-Faith Engagement

6:00pm-8:00pm All Pan Ethnic/Multi-Faith Communities

20. The pan-ethnic/multi-faith meeting includes local ethnic leaders, some faith and interfaith leaders, members of the multicultural council, refugee councils and regional NGOs. The meeting agenda for this engagement is included in Attachment B.

21. Community members at this meeting may express views that the Government has been overly focused on the Muslim community since March 15, to the detriment of attention placed on other ethnic communities.

22. Some members may also express general concerns about rising racism. Asian communities in particular may raise the increased prejudice they have faced as a result of COVID-19.

23. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

9(2)(a), 9(2)(g)(i)



Community safety and support services

- 24. On both days there will be psycho-social support available on-site. In addition, officials from Immigration NZ and MSD will be available to help community members with any questions or concerns.
- 25. Childcare will be available for the women’s hui, and child-friendly activities available for children who attend with family members at all other events.
- 26. There will be a small police presence to provide security if needed. Interpreting services will be provided by OEC staff on-site, though this is not anticipated to be widely needed.

Attachments:		
Attachment A:	IN-CONFIDENCE	Operational run sheet for Wellington hui
Attachment B:	IN-CONFIDENCE	RCOI community engagement meeting agenda
Attachment C:	IN-CONFIDENCE	Suggested opening remarks for Wellington community engagements
Attachment D:	IN-CONFIDENCE	Key questions and answers
Attachment E:	IN-CONFIDENCE	Principles for the Government’s response

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ATTACHMENT A

Operational run sheet for Wellington hui

<p>Sunday 31 January 20</p> <p>Level 2 East and West rooms</p> <p>Level 2, Sky Stadium</p> <p>105-147 Waterloo Quay, Wellington</p>
<ul style="list-style-type: none"> • 12.15 pm All agency and support staff on site for welcome and briefing – hand out of lanyards to those staff requiring them
<ul style="list-style-type: none"> • 12.30 Wayfinding assistance staff from DPMC in place to greet and direct arrivals to the meeting rooms
<ul style="list-style-type: none"> • 1.00 - 2.30 pm Muslim all community meeting [see Appendix B for detail] <ul style="list-style-type: none"> ○ 1.00pm arrival and refreshments ○ Welcome guests ○ Prayer, Karakia, and 1 minute silence in memory of the 51 victims ○ Remarks and discussion ○ 2.30 meeting concludes- guests leave
<ul style="list-style-type: none"> • 2.30 - 3 .00 pm Pivot to Muslim women’s meeting – reset of room if required along with venue staff <ul style="list-style-type: none"> ○ Ensure childcare services are in place and signposted
<ul style="list-style-type: none"> • 3.00 - 4.30 pm Muslim Women’s meeting [see Appendix B for detail] <ul style="list-style-type: none"> ○ 3.00pm arrival and refreshments ○ Welcome guests ○ Prayer, Karakia, and 1 minute silence in memory of the 51 victims ○ Remarks and discussion ○ 4.30pm meeting concludes- guests leave
<ul style="list-style-type: none"> • 4.30 - 5 .00 pm Pivot to Muslim youth meeting – reset of room if required along with venue staff
<ul style="list-style-type: none"> • 5.00 - 6.30 pm Muslim youth meeting [see Appendix B for detail] <ul style="list-style-type: none"> ○ 5.00pm arrival and refreshments ○ Welcome guests ○ Prayer, Karakia, and 1 minute silence in memory of the 51 victims ○ Remarks and discussion ○ 6.30pm meeting concludes- guests leave
<ul style="list-style-type: none"> • 6.30 - 6.45 pm Agency and support staff depart – venue staff clean up.

IN-CONFIDENCE

<p style="text-align: center;">Monday 1 February 2021</p> <p style="text-align: center;">Level 2 East and West rooms</p> <p style="text-align: center;">Level 2, Sky Stadium</p> <p style="text-align: center;">105-147 Waterloo Quay, Wellington</p>
<ul style="list-style-type: none">• 5.15 pm all agency and support staff on site for welcome and briefing – hand out of lanyards to those staff requiring them
<ul style="list-style-type: none">• 5.30 pm Wayfinding assistance staff from DPMC in place to greet and direct arrivals to the meeting rooms
<ul style="list-style-type: none">• 6.00 - 8.00pm Pan ethnic/Multi faith meeting [see Appendix B for detail]<ul style="list-style-type: none">○ 6.00pm arrival and refreshments○ Welcome guests○ Karakia and 1 minute silence in memory of the 51 victims○ Remarks and discussion○ 8.00 pm meeting concludes- guests leave
<ul style="list-style-type: none">• 8.00 – 8.15 pm Agency and support staff depart – venue staff clean up.

Agency and support staff attendees

<p>DPMC</p> <p>Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response 9(2)(a) - Strategic Coordinator for Counter Terrorism Julia Macdonald - Principal Policy Advisor Manisha Bhikha - Principal Policy Advisor 9(2)(a) - Policy Analyst Chris Ford - Project Manager 9(2)(a) - Senior Advisor 9(2)(a) - Analyst</p>
<p>OEC</p> <p>Anusha Guler - Executive Director Tania Chin – Principal Policy Advisor (for Sunday women’s and youth meetings and Monday meeting) Habib Ullah – Principal Policy Advisor Kudakwashe Tuwe 9(2)(a) 9(2)(a) 9(2)(a) 9(2)(a) 9(2)(a) 9(2)(a)</p>

<p>Police Supt Corrie Parnell - Wellington District Commander Others TBC</p>
<p>MBIE Matt Hoskin- National Manager Immigration Engagement Others TBC</p>
<p>MSD TBC</p>
<p>NZSIS 6(a) (Sunday meetings only) 6(a) (Monday meeting only)</p>
<p>Human Rights Commission Alex van Wel (for all community meeting) Hannah Northover (for women's meeting) Moira Lawler (for Pan ethnic/Multi faith meeting)</p>
<p>Psycho-social support TBC</p>
<p>Childcare services for women's meeting on Sunday Organised by OEC</p>

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ATTACHMENT B

RCOI Community Engagement Meeting Agenda

31 January – 1 February

Sky Stadium, Level 2, 105-147 Waterloo Quay, Wellington

Item	Topic	Speaker
1	Arrival and refreshments	
2	Welcome by facilitator, Mele Wendt <ul style="list-style-type: none"> • Acknowledge guests and purpose of meeting • Signpost support services available • Opening prayer and Karakia • 1 minute silence 	Mele Wendt
3	Opening remarks by Minister Little (see Appendix B) <ul style="list-style-type: none"> • Purpose of today's engagement • Brief review of the RCOI, findings and recommendations • Initiatives undertaken by the Government • Government approach to the response and principles • Next steps (including establishing IOAG) 	Minister Little
4	Opening remarks by Minister Radhakrishnan <ul style="list-style-type: none"> • Invite views on new Ministry for Ethnic Communities • Outline her role as responsible minister for social cohesion 	Minister Radhakrishnan
5	Facilitated discussion based on the following possible key topics: <i>Questions on the Report</i> <ul style="list-style-type: none"> • Invite any questions about the report or its findings/recommendations <i>Discussion of the Government Response</i> <ul style="list-style-type: none"> • Ask community members what they see as priority issues for them and what they would like to work on progressing with government • Invite views on the establishment of the Implementation Oversight Advisory Group • Invite input on community members' preferred mode/means of engagement in progressing this work 	Mele Wendt to emcee Minister Little Minister Radhakrishnan
6	Concluding remarks by both Ministers	Minister Little

Item	Topic	Speaker
		Minister Radhakrishnan
7	Break for informal conversation over refreshments	
8	If appropriate, concluding prayer	

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ATTACHMENT C

Suggested opening remarks for Wellington Community Engagements

Welcome and Introductions

E ngā rangatira, tēnā koutou katoa and As-salamu alaykum

Nau mai haere mai

It is my honour to welcome you here today, and to begin our important conversation on the Government's response to the Royal Commission of Inquiry into the terrorist attack on Christchurch Mosques.

I am Minister Andrew Little, and my role is the lead coordinating Minister for the Government's response to the Royal Commission's report and recommendations. I see it as an important part of my role to meet and talk with communities about what is important to you, so that the Government's response is responding to your needs and priorities.

Today I am here to listen to you.

My hope is that this is just the start of a conversation and the beginnings of an ongoing relationship.

I want to begin by acknowledging the whānau of the 51 shuhada, and those survivors and witnesses of the attack.

We share their sorrow and grief, and we reiterate our condemnation of all forms of terrorism and violent extremism.

I want to acknowledge the concept of the 'Ummah' too and the shared hurt and pain that is felt by the entire Muslim community through the hurt of your brothers and sisters.

The Royal Commission of Inquiry has entitled its report into the 15 March 2019 terrorist attacks on Christchurch mosques Ko tō tātou kāinga tēnei – which means "this is our home."

This is all of our home.

In this spirit, I look forward to hearing your views on how we ensure that this country feels like home to everyone that lives here, how we can ensure that you feel safe and secure,

and how we can continue to nurture a shared sense of belonging, cohesion and connectedness, to our place and to each other.

I am also very pleased to introduce you to Minister Priyanka Radhakrishnan, who is the Minister for Diversity, Inclusion and Ethnic Communities, and for the Community and Voluntary Sector.

She is also the Minister for Youth and Associate Minister for Social Development and Employment, and within her responsibility is our important government work programme on social cohesion. She is also here to listen to you.

Joining us are a range of officials from the Department of the Prime Minister and Cabinet directly involved in coordinating the Government's response to the Royal Commission of Inquiry, including Tony Lynch, who is the Lead Official.

There are also a range of agency officials from Police, NZSIS, Ministry of Social Development and NZ Immigration here to listen and support any related queries you may have.

Some of the issues discussed today may be related to terrorism, crime, discrimination and other difficult issues, and may be upsetting.

For that reason, there is mental health support on hand for you to access if you wish.

I encourage anyone to access this either today, or at any other time that you may need to.

Overview of the Royal Commission of Inquiry

In December the Prime Minister presented the final report of the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques to Parliament.

The full report is now available on the Royal Commission's website.

Key supporting documents include a 20 page overview document, including an executive summary and the Royal Commission's findings and recommendations.

This overview has been translated into 10 languages, which are available on the Royal Commission's website as well.

The publication of the report marks an important milestone in New Zealand's response to the horrific attack on Al Noor Mosque and the Linwood Islamic Centre last year.

A Royal Commission is the most powerful form of inquiry available under New Zealand law, reserved for the most significant issues of public importance.

The Government cannot interfere in the direction taken by such an independent inquiry or influence the findings.

The terms of reference set by the Government directed the Inquiry to look into:

- what State sector agencies knew about the individual's activities before the attack;
- what, if anything, they did with that information;
- what measures agencies could have taken to prevent the attack; and
- what measures agencies should take to prevent such attacks in the future.

Findings and Recommendations

In summary the Commission found that:

- With regards to how the attack occurred and what could have been done to stop it, the Commission found no failures within any Government agency or individual that would have allowed the terrorist's planning and preparation to be detected.
- The report did find that there was an inappropriate concentration of resources on the threat of Islamist extremism terrorism. While this did not contribute to the individual's planning and preparation for the attack going undetected, it is an important failing for us to acknowledge.
- The report also found that NZ Police failed to meet required standards in the administration of the firearms licensing and that these failures contributed to the individual's ability to obtain firearms in New Zealand.

Based on these findings, the Royal Commission makes 44 recommendations, which can be grouped by the following subjects:

- recommendations to improve New Zealand's counter-terrorism effort, including changes to system leadership, structure and strategy;
- recommendations to improve New Zealand's firearms licensing system, including better training and performance monitoring;
- recommendations to support the ongoing recovery needs of affected whānau, survivors and witnesses;
- recommendations to improve social cohesion and New Zealand's response to our increasingly diverse population; and recommendations for the implementation of the report's recommendations.

The executive summary and report itself contain more detail on the findings and recommendations.

We have also included a summary of the findings and all 44 recommendations on information sheets at the side of this room for you to take away with you should you wish.

Government response to the report

You may have seen the Prime Minister present the report to the House.

In doing so, she noted that the report identifies many lessons to be learnt and significant areas needing change in the New Zealand system.

We have already made some of these changes. We changed our gun laws in the immediate aftermath of the attack, for example. But much more remains to be done.

The Prime Minister emphasised the importance of accountability, and of taking this opportunity to focus on outcomes that will strengthen the security, resilience and inclusiveness of New Zealand society.

She said that ultimately, this roughly 800 page report can be distilled into one simple premise:

Muslim New Zealanders should be safe. Anyone who calls New Zealand home, regardless of race, religion, sex or sexual orientation should be safe.

New Zealanders deserve a public service that does its best to keep you safe, and that is what we are committed to building.

Because of this, the Government has accepted all of the recommendations in principle.

Our next task is to work with communities to implement these, and we've set principles around this to be transparent about how we're initially charting this path.

These principles include putting survivors and whānau at the centre of the response and focusing on initiatives that make a real difference in people's lives.

Some of these initiatives can be undertaken quickly, others will take time, but we are committed to meaningful change.

And that is why I am here today. To hear from you about what you want the Government do; what issues you care most about so that you can see your voices reflected in the actions that we take.

Before we begin, however, I would like to welcome my colleague, Minister Priyanca Radhakrishnan, to make some opening remarks.

[Minister Radhakrishnan's remarks are being prepared separately]

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ATTACHMENT D

Key Questions and Answers

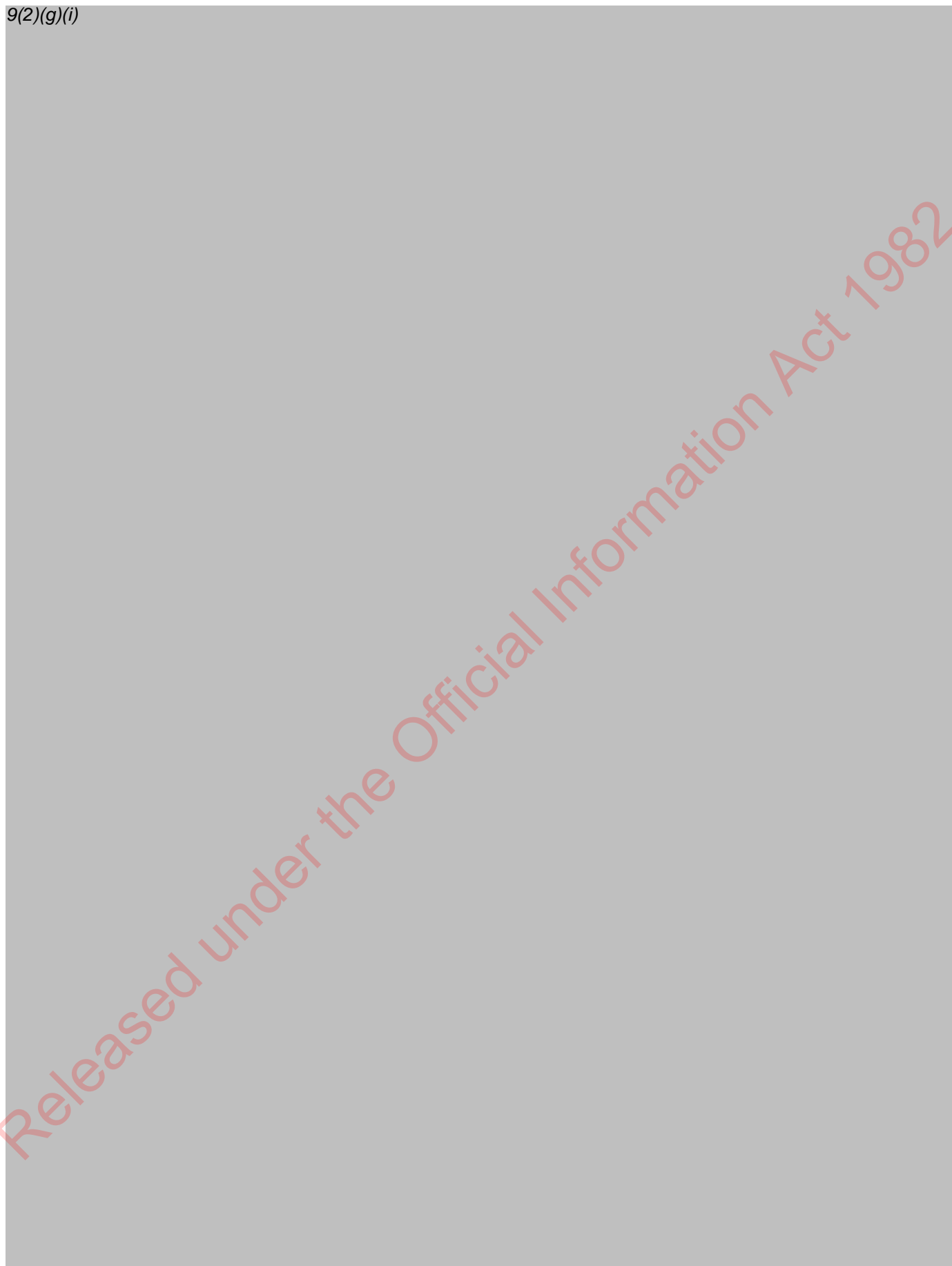
9(2)(g)(i)



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9(2)(g)(i)



Released under the Official Information Act 1982

9(2)(g)(i)

Released under the Official Information Act 1982

9(2)(g)(i)

Released under the Official Information Act 1982

ATTACHMENT E

Principles for the Government’s Response

The following principles will guide the Government’s response to the Royal Commission of Inquiry into the terrorist attack on Christchurch Mosques:

Our vision is for a diverse, inclusive and safe New Zealand	
What	<ul style="list-style-type: none"> • Te Tiriti o Waitangi and its principles will guide our response
	<ul style="list-style-type: none"> • Survivors and whānau of the attack will be at the centre of our response
	<ul style="list-style-type: none"> • We will strive for safer communities and a New Zealand that’s more inclusive, with equal protections for all
How	<ul style="list-style-type: none"> • We will be accountable and forward-looking
	<ul style="list-style-type: none"> • We will be proactive in reaching out to communities
	<ul style="list-style-type: none"> • We will take practical actions that make a difference to people’s lives

These principles:

- Recognise the sustained impact of the terror attack on communities;
- Present a direction for the response and the future that recognises the need for change;
- Show a genuine commitment to making a visible difference in people’s lives going forward;
- Provide a foundation from which to start the necessary public conversation on national security and social inclusion; and
- Aim to bring our nation together by considering how to achieve our aspirations for a safer, more diverse and inclusive New Zealand.



Briefing

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND AND PALMERSTON NORTH, FEBRUARY 2021

Date	5/02/2021	Priority	Urgent
Deadline	5/02/2021	Briefing Number	2021NSP/057

Purpose

To provide Ministers with detail on the scheduled engagements with Muslim communities and pan-ethnic/multi-faith communities in Auckland on 7 February, and Palmerston North on 9-10 February.

This is the second in a series of planned briefings for the broader national programme of engagement with communities on the Government's response to the RCOI.

Recommendations

1. **Note** the content of this briefing.

<p>Tony Lynch Deputy Chief Executive, National Security, DPMC, and Lead Official for the Government's RCOI Response</p> <p>...../...../.....</p>	<p>Hon Andrew Little Lead Coordinating Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on Christchurch Mosques</p> <p>...../...../.....</p>
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RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND AND PALMERSTON NORTH, FEBRUARY 2021	2021NSP/057
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<p>Hon Priyanca Radhakrishnan Minister for Diversity, Inclusion and Ethnic Communities</p>
<p>...../...../.....</p>

Contact for telephone discussion if required:

Name	Position	Telephone		1st contact
Tony Lynch	DCE, National Security Group, DPMC	9(2)(a)	9(2)(a)	✓
Julia Macdonald	Principal Policy Advisor, National Security Policy Directorate, DPMC	9(2)(a)	9(2)(a)	

Minister's office comments:

- Noted
- Seen
- Approved
- Needs change
- Withdrawn
- Not seen by Minister
- Overtaken by events
- Referred to

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND AND PALMERSTON NORTH, FEBRUARY 2021

Purpose

1. To provide Ministers with detail on the scheduled engagement events with Muslim communities and pan-ethnic/multi-faith communities in Auckland on 7 February, and Palmerston North on 9-10 February.
2. This is the second in a series of planned briefings for the broader national programme of engagement with communities on the Government's response to the RCOI.

Background

3. The nationwide programme of regional engagements with Muslim communities and pan-ethnic/multi-faith communities began in Wellington on Sunday 31 January. The programme continues this weekend with engagements in Auckland with Muslim communities, and Palmerston North with Muslim communities and pan-ethnic/multi-faith communities.
4. The purpose of these engagements remains to:
 - a) continue to build strong, trusted relationships between these communities and Government as the basis for long-term partnerships;
 - b) listen to reactions around the RCOI report and answer questions;
 - c) talk to RCOI issues, including the initiatives announced during the immediate response;
 - d) understand the key priority issues for communities to inform the development of the Government's high-level response and implementation roadmap;
 - e) invite views on the establishment of the Implementation Oversight Advisory Group and affirm that this group will play an important role in advising Ministers on the development of the RCOI response work programme; and
 - f) discuss how the Government's response will unfold, and how communities can work together with us in shaping its substance.
5. These engagements will be led by Minister Little and Minister Radhakrishnan. MP Ibrahim Omer will also attend alongside local MPs. Officials will be supporting throughout.
6. Many community members in Auckland and Palmerston North participated in pre-engagement hui held in November. In addition to specific RCOI engagement, many in the Muslim and pan-ethnic/multi-faith groups participated in other hui that arose from the March 15 attacks, including the Muslim Dialogues, faith/interfaith hui, and workshops by DIA on Countering Violent Extremism Online.

IN-CONFIDENCE

7. We expect that some community members will attend these engagements having read the RCOI report carefully and will be prepared with specific questions. This is expected in Auckland especially.
8. However many more will have found it challenging to engage with such a large volume of difficult, technocratic, and potentially re-traumatising material. Others may not have had the opportunity to engage with the report.
9. Those who have read the report are likely to be critical, to express disappointment about the perceived lack of government accountability found by the RCOI, and to be cynical about the Government's intentions to make any real changes based on the report's recommendations.
10. Based on feedback at the Wellington hui and from community members, we have made a few adjustments to our planning and preparation as well as to the suggested agenda. These changes include:
 - a) Providing more advance notice of these engagements to community members (invitations for all events have been issued, reminders are being sent, and social media is being utilised through OEC);
 - b) Providing community members with hui evaluation forms to allow for continued improvement throughout this programme of engagement;
 - c) Table discussion time ahead of the town-hall Q&A; and
 - d) Options for community members to write questions and have them read out by the emcee.
11. In addition to adjustments to the session design, we have included in this briefing updates from agencies on issues of interest raised by community members at the Wellington hui for your reference. Attachment E include updates on:
 - a) Ministry of Justice: National Action Plan on Racism and hate speech engagement;
 - b) NZ Police: Hate crime data collection;
 - c) Ministry of Education: Programmes to address racism, discrimination, and bullying in schools;
 - d) Ministry of Social Development: Social cohesion work programme;
 - e) Public Service Commission: Cultural competency in the public service; and
 - f) Stats NZ: Collection of religious affiliation and ethnicity data.
12. Run sheets and lists of attendees for 7 February and 9-10 February are included in Attachment A. A meeting agenda for all engagements is included in Attachment B. Suggested opening remarks for Auckland and Palmerston North community engagements is included in Attachment C. Key questions and answers are included in Attachment D. Updates from MoJ, Stats NZ, NZ Police, Education, MSD, and PSC are included in attachment E. The principles guiding the Government's response are included in Attachment F.

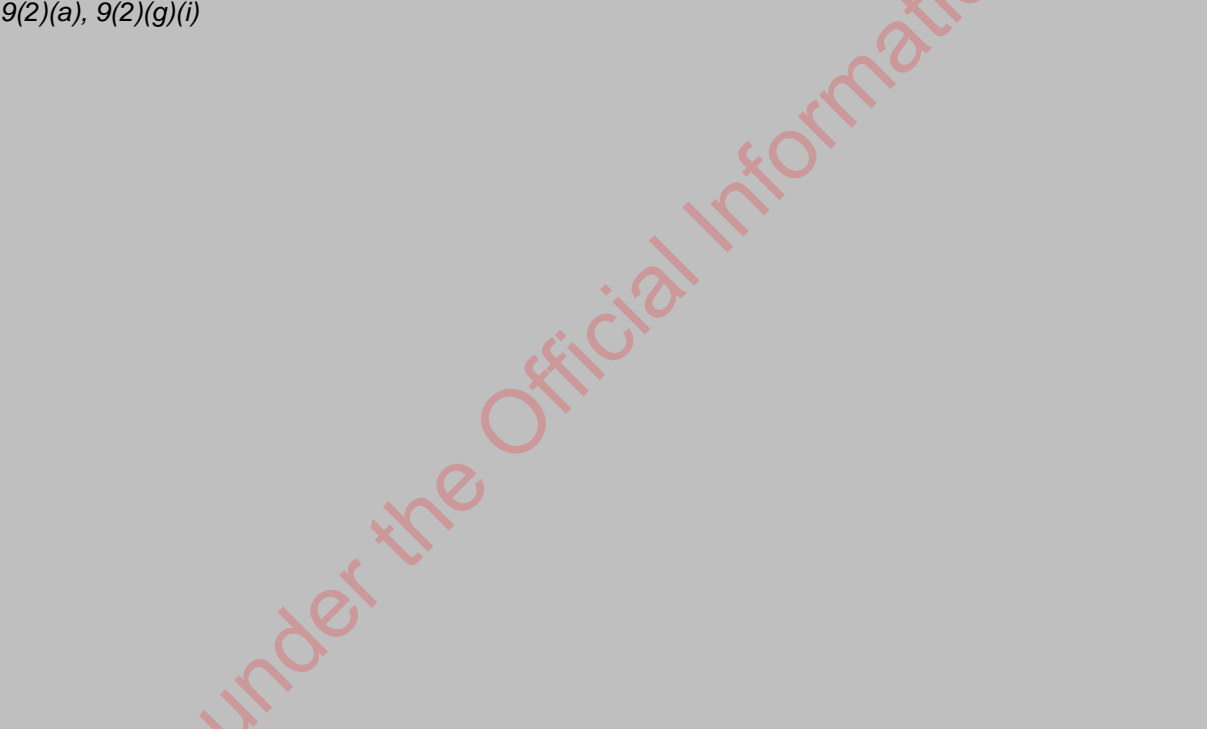
Sunday 7 February: Auckland Muslim Community Engagements

13. On Sunday 7 February, meetings will take place at the Vodafone Events Centre in Auckland with Muslim community members. This includes an open session for members of all Muslim communities, and specific sessions for female Muslim community members and Muslim young people.
14. A meeting agenda for these engagements is included in Attachment B. Culturally appropriate refreshments will be served at each event.

12pm-1:30pm All Muslim Communities

15. The first meeting is an open invitation for members of all Muslim communities, including men, women and young people.
16. Key potential attendees at this event include:


9(2)(a), 9(2)(g)(i)



2pm-3:30pm Muslim Women

17. The second meeting is an open invitation for all Muslim women.
18. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)



9(2)(a), 9(2)(g)(i)

4pm-5:30pm Muslim Young People

19. The final meeting of the day is an open invitation for all Muslim young people.
20. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

Tuesday 9 February: Palmerston North Muslim Community Engagements

21. On Tuesday 9 February, meetings will take place at the Palmerston North Mosque (Manawatu Muslim Association). These engagements include an open session for members of all Muslim communities, and a specific session for female Muslim community members.
22. Since this meeting will take place at a Mosque (note: at the specific request of the community), attendees are asked to observe the following protocols:
 - a) Wear modest attire;
 - b) For females to wear head scarves;
 - c) To take shoes off at the entrance;
 - d) To sit on the floor (noting that chairs may be provided).

6pm-7pm All Muslim Communities

23. The first meeting is an open invitation for members of all Muslim communities, including men, women and young people.
24. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

7:30pm-8:30pm Muslim Women

25. The second meeting is an open invitation for all Muslim women.

Wednesday 10 February: Palmerston North Muslim Community and Pan-Ethnic/Multi-Faith Community Engagements


26. On Wednesday 10 February, meetings will take place at the Distinction Palmerston North Hotel & Conference Centre. These engagements include a session for Muslim young people, and an open session for all members of pan-ethnic/multi-faith communities.

5:30pm-6:30pm Muslim Young People

27. The first meeting is an open invitation for all Muslim young people.

28. Key potential attendees at the Muslim young people's event include:

9(2)(a), 9(2)(g)(i)



7pm-9pm All Pan-ethnic/Multi-Faith Communities

29. The second meeting is an open invitation for all members of pan-ethnic and multi-faith communities.


30. Similar to Wellington, the pan-ethnic/multi-faith meeting includes local ethnic leaders, some faith and interfaith leaders, members of the multicultural council, refugee councils and regional NGOs.

31. Community members at this meeting may express views that the Government has been overly focused on the Muslim community since March 15, to the detriment of attention placed on other ethnic communities.

32. Some members may also express general concerns about rising racism. Asian communities in particular may raise the increased prejudice they have faced as a result of COVID-19.

33. Key potential attendees at the pan-ethnic/multi-faith community meeting include:

9(2)(a), 9(2)(g)(i)



Community safety and support services

- 34. There will be psycho-social support available on-site for all engagements. In addition, officials from Immigration NZ and MSD will be available to help community members with any questions or concerns.
- 35. Childcare will be available for the women’s hui, and child-friendly activities available for children who attend with family members at all other events.
- 36. There will be a small police presence to provide security if needed. Interpreting services will be provided by OEC staff on-site, though this is not anticipated to be widely needed.

Attachments:		
Attachment A:	IN-CONFIDENCE	Operational run sheets for Auckland and Palmerston North hui
Attachment B:	IN-CONFIDENCE	RCOI community engagement meeting agenda
Attachment C:	IN-CONFIDENCE	Suggested opening remarks for community engagements
Attachment D:	IN-CONFIDENCE	Key questions and answers
Attachment E:	IN-CONFIDENCE	Updates from agencies on issues of community interest
Attachment F:	IN-CONFIDENCE	Principles for the Government’s RCOI response

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ATTACHMENT A

Operational run sheet for Auckland hui

<p>Sunday 07 February 2021</p> <p>Vodafone Events Centre, Sir Noel Robinson Conference Centre, ground level 770 Great South Road, Wiri, Manukau</p> <p>[Entry via the South Car Park via Gate 3, drive straight and park in car park to your right. Once parked, head towards the Pou Kapou (totem) and enter the foyer for the Sir Noel Robinson Conference Centre]</p>	
<ul style="list-style-type: none"> • 10.05 am. DPMC staff arrive Auckland from Wellington on NZ680. Note: Minister Little arrives Auckland from Kerikeri on NZ8273 at 1005 also. Travel details for Minister Radhakrishnan to be obtained. 	
<ul style="list-style-type: none"> • 10.50 am approx. DPMC staff arrive venue – allowing for airport processes plus 25 minutes travel time to venue from airport. Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue. 	
<ul style="list-style-type: none"> • 11.15 am. All agency and support staff on site for welcome and briefing – hand out of lanyards to those staff requiring them 	
<ul style="list-style-type: none"> • 11.30 am. Wayfinding assistance staff in place to greet and direct arrivals to the meeting rooms 	
<ul style="list-style-type: none"> • 12.00 pm - 1.30 pm Muslim all community meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 12.00 pm arrival and refreshments ○ Welcome guests ○ Karakia, prayer, and 1 minute silence ○ Remarks and discussion ○ 1.30 pm meeting concludes 	
<ul style="list-style-type: none"> • 1.30 - 2.00 pm Pivot to Muslim women's meeting <ul style="list-style-type: none"> ○ Ensure childcare services are in place 	
<ul style="list-style-type: none"> • 2.00 - 3.30 pm Muslim Women's meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 2.00 pm arrival and refreshments ○ Welcome guests ○ Karakia, prayer, and 1 minute silence ○ Remarks and discussion ○ 3.30 pm meeting concludes 	
<ul style="list-style-type: none"> • 3.30 - 4.00 pm Pivot to Muslim youth meeting 	
<ul style="list-style-type: none"> • 4.00 - 5.30 pm Muslim youth meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 5.00 pm arrival and refreshments ○ Welcome guests ○ Karakia, prayer, and 1 minute silence ○ Remarks and discussion ○ 5.30 pm meeting concludes 	

IN CONFIDENCE

- 5.30 - 6.30 pm Agency and support staff depart venue, DPMC staff to Auckland Airport (to allow sufficient time for 25 minutes travel time and airport processes – maximum arrival deadline at airport of 7.00 pm)
- 7.45 pm DPMC staff depart Auckland on NZ457 to Wellington with 8.55 pm arrival in Wellington.
Note: Minister Little travelling on same service. Travel details for Minister Radhakrishnan to be obtained

Members of Parliament attending in addition to Ministers

Ibrahim Omer
Louisa Wall

Agency and support staff attendees

DPMC

Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response
Julia Macdonald - Principal Policy Advisor
Manisha Bhikha - Principal Policy Advisor
9(2)(a) - Policy Analyst
Chris Ford - Project Manager
9(2)(a) - Senior Advisor
9(2)(a) - Analyst

OEC

Anusha Guler - Executive Director
Tania Chin – Principal Policy Advisor
Habib Ullah – Principal Policy Advisor
9(2)(a)
Bernard Gomes
9(2)(a)
9(2)(a)
9(2)(a)
Nandita Mathur

Police

Superintendent Naila Hassan
Ethnic Responsiveness Manager, Jessica Phuang

MBIE

Nelson Sheridan
Astrid van Holten

Plus 1 TBC
MSD TBC
NZSIS 6(a) 6(a) 6(a)
Human Rights Commission Race Relations Commissioner Meng Foon is intending to attend the Auckland hui (possibly with a TBC staff member).
Psycho-social support TBC
Childcare services for women's meeting Being arranged by OEC

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Operational run sheet for Palmerston North hui

<p>Tuesday 9 February 2021</p> <p>Mosque (Manawatu Muslim Association), 81 Cook Street, West End, Palmerston North</p>
<ul style="list-style-type: none"> • 2.15 pm approx. at latest. DPMC staff depart Wellington by car to Palmerston North Note: Allowing for a generous 2.5 hours travel time and 30 minutes contingency. Ministers Little and Radhakrishnan travel via road via VIP transport services.
<ul style="list-style-type: none"> • 5.15 pm All agency and support staff on site for welcome and briefing and liaison with mosque management– hand out of lanyards to those staff requiring them. Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
<ul style="list-style-type: none"> • 6 - 7 pm Muslim all community meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 6.00 pm arrival and refreshments ○ Welcome guests ○ Karakia, prayer, and 1 minute silence ○ Remarks and discussion ○ 7.00 pm meeting concludes
<ul style="list-style-type: none"> • 7 - 7.30 pm Pivot to Muslim women’s meeting <ul style="list-style-type: none"> ○ Ensure childcare services are in place and signposted
<ul style="list-style-type: none"> • 7.30 – 8.30 pm Muslim Women’s meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 7.00 pm arrival and refreshments ○ Welcome guests ○ Karakia, prayer, and 1 minute silence ○ Remarks and discussion ○ 8.30 pm meeting concludes
<ul style="list-style-type: none"> • 8.30 - 9 pm. DPMC staff depart venue. (Ministers Little and Radhakrishnan travel via road via VIP transport services)

Members of Parliament attending in addition to Ministers

<p>Ibrahim Omer</p> <p>Others TBC</p>

Agency and support staff attendees

<p>DPMC</p> <p>9(2)(a) - Strategic Coordinator for Counter Terrorism</p> <p>Manisha Bhikha - Principal Policy Advisor</p> <p>9(2)(a) - Policy Analyst</p> <p>9(2)(a) - Senior Advisor</p> <p>9(2)(a) - Analyst</p> <p>9(2)(a) - Analyst</p>
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<p>RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND AND PALMERSTON NORTH, FEBRUARY 2021</p>	<p>2021NSP/057</p>
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OEC Habib Ullah – Principal Policy Advisor 9(2)(a) [REDACTED] Kudakwashe Tuwe 9(2)(a) [REDACTED] 9(2)(a) [REDACTED]
Police Inspector Brent Matuku
MBIE Matt Hoskin- National Manager Immigration Engagement Others TBC
MSD 9(2)(a) [REDACTED] 9(2)(a) [REDACTED]
NZSIS 6(a) [REDACTED]
Human Rights Commission Unable to attend Tuesday's meetings
Psycho-social support TBC
Childcare services for women's meeting Being arranged by OEC

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IN CONFIDENCE

Wednesday 10 February 2021

Distinction Palmerston North Hotel & Conference Centre, 175 Cuba Street,
Palmerston North

- 1.30 pm approx. at latest DPMC staff needing to travel from Wellington depart Wellington by car to Palmerton North.
Note: Allowing for a generous 2.5 hours travel time and 30 minutes contingency. Ministers Little and Radhakrishnan travel via road via VIP transport services.
- 4.45 pm All agency and support staff on site for welcome and briefing – hand out of lanyards to those staff requiring them
Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
- 5.00 pm Wayfinding assistance staff in place to greet and direct arrivals to the meeting rooms
- **5.30 – 6.30 pm Muslim youth meeting [Full details in meeting agenda]**
 - 5.30 pm arrival and refreshments
 - Welcome guests
 - Karakia, prayer, and 1 minute silence
 - Remarks and discussion
 - 6.30 pm meeting concludes
- 6.30 - 7.00 pm Pivot to pan-ethnic/multi faith meeting
- **7.00 – 9.00 pm Pan-ethnic/Multi faith meeting [Full details in meeting agenda]**
 - 7.00 pm arrival and refreshments
 - Welcome guests
 - Karakia and 1 minute silence
 - Remarks and discussion
 - 9.00 pm meeting concludes
- 9 – 9.30 pm DPMC staff depart venue
Ministers Little and Radhakrishnan travel via road via VIP transport services

Members of Parliament attending in addition to Ministers

Ibrahim Omer

Agency and support staff attendees

DPMC

9(2)(a) - Strategic Coordinator for Counter Terrorism
Manisha Bhikha - Principal Policy Advisor
9(2)(a) - Policy Analyst
9(2)(a) - Senior Advisor
9(2)(a) - Analyst
9(2)(a) - Analyst

**RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND
AND PALMERSTON NORTH, FEBRUARY 2021**

2021NSP/057

OEC Habib Ullah – Principal Policy Advisor 9(2)(a) [REDACTED] Kudakwashe Tuwe 9(2)(a) [REDACTED] 9(2)(a) [REDACTED]
Police Inspector Brent Matuku or Supt Chris de Wattignar
MBIE TBC for Wednesday meeting
MSD TBC
NZSIS 6(a) [REDACTED]
Human Rights Commission Andre Afamasaga
Psycho-social support TBC

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ATTACHMENT B

RCOI Community Engagement Meeting Agenda

Item	Topic	Speaker
1	Arrival and refreshments	
2	<p>Welcome by facilitator, Mele Wendt</p> <ul style="list-style-type: none"> • Acknowledge guests and purpose of meeting • Karakia and opening prayer • Signpost support services available • 1 minute silence 	Mele Wendt
3	<p>Opening remarks by Minister Little (see Attachment C)</p> <ul style="list-style-type: none"> • Welcome and acknowledgements • Purpose of today's engagement • Brief review of the RCOI, findings and recommendations • Initiatives undertaken by the Government • Government approach to the response and principles • Next steps (including establishing IOAG) 	Minister Little
4	<p>Opening remarks by Minister Radhakrishnan</p> <ul style="list-style-type: none"> • Invite views on new Ministry for Ethnic Communities • Outline her role as responsible minister for social cohesion 	Minister Radhakrishnan
5	Time for community members to reflect and discuss at tables	
6	<p>Facilitated Q&A based on the following possible key topics:</p> <p><i>Questions on the Report</i></p> <ul style="list-style-type: none"> • Invite any questions about the report or its findings/recommendations <p><i>Discussion of the Government Response</i></p> <ul style="list-style-type: none"> • Ask community members what they see as priority issues for them and what they would like to work on progressing with government • Invite views on the establishment of the Implementation Oversight Advisory Group • Invite input on community members' preferred mode/means of engagement in progressing this work 	<p>Mele Wendt to emcee</p> <p>Minister Little and Minister Radhakrishnan</p>
7	Concluding remarks by both Ministers	Minister Little and

Item	Topic	Speaker
		Minister Radhakrishnan
8	Break for informal conversation over refreshments	
9	Concluding Karakia and prayer	Mele Wendt and community member

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ATTACHMENT C

Suggested Opening Remarks for Community Engagements

Welcome and Introductions

E ngā rangatira, tēnā koutou katoa and As-salamu alaykum

Nau mai haere mai

It is my honour to welcome you here today, and to begin our important conversation on the Government's response to the Royal Commission of Inquiry into the terrorist attack on Christchurch Mosques.

I am Minister Andrew Little, and my role is the lead coordinating Minister for the Government's response to the Royal Commission's report and recommendations. I see it as an important part of my role to meet and talk with communities about what is important to you, so that the Government's response is responding to your needs and priorities.

Today I am here to listen to you.

My hope is that this is just the start of a conversation and the beginnings of an ongoing relationship.

I want to begin by acknowledging the whānau of the 51 shuhada, and those survivors and witnesses of the attack.

We share their sorrow and grief, and we reiterate our condemnation of all forms of terrorism and violent extremism.

I want to acknowledge the concept of the 'Ummah' too and the shared hurt and pain that is felt by the entire Muslim community through the hurt of your brothers and sisters.

The Royal Commission of Inquiry has entitled its report into the 15 March 2019 terrorist attacks on Christchurch mosques Ko tō tātou kāinga tēnei – which means "this is our home."

This is all of our home.

In this spirit, I look forward to hearing your views on how we ensure that this country feels like home to everyone that lives here, how we can ensure that you feel safe and secure,

and how we can continue to nurture a shared sense of belonging, cohesion and connectedness, to our place and to each other.

I am also very pleased to introduce you to Minister Priyanka Radhakrishnan, who is the Minister for Diversity, Inclusion and Ethnic Communities, and for the Community and Voluntary Sector.

She is also the Minister for Youth and Associate Minister for Social Development and Employment, and within her responsibility is our important government work programme on social cohesion. She is also here to listen to you.

Joining us are a range of officials from the Department of the Prime Minister and Cabinet directly involved in coordinating the Government's response to the Royal Commission of Inquiry.

There are also a range of agency officials from Police, NZSIS, Ministry of Social Development and NZ Immigration here to listen and support any related queries you may have.

Some of the issues discussed today may be related to terrorism, crime, discrimination and other difficult issues, and may be upsetting.

For that reason, there is mental health support on hand for you to access if you wish.

I encourage anyone to access this either today, or at any other time that you may need to.

Overview of the Royal Commission of Inquiry

In December the Prime Minister presented the final report of the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques to Parliament.

The full report is now available on the Royal Commission's website.

Key supporting documents include a 20 page overview document, including an executive summary and the Royal Commission's findings and recommendations.

This overview has been translated into 10 languages, which are available on the Royal Commission's website as well.

The publication of the report marks an important milestone in New Zealand's response to the horrific attack on Al Noor Mosque and the Linwood Islamic Centre last year.

A Royal Commission is the most powerful form of inquiry available under New Zealand law, reserved for the most significant issues of public importance.

The Government cannot interfere in the direction taken by such an independent inquiry or influence the findings.

The terms of reference set by the Government directed the Inquiry to look into:

- what State sector agencies knew about the individual's activities before the attack;
- what, if anything, they did with that information;
- what measures agencies could have taken to prevent the attack; and
- what measures agencies should take to prevent such attacks in the future.

Findings and Recommendations

In summary the Commission found that:

- With regards to how the attack occurred and what could have been done to stop it, the Commission found no failures within any Government agency or individual that would have allowed the terrorist's planning and preparation to be detected.
- The report did find that there was an inappropriate concentration of resources on the threat of Islamist extremism terrorism. While this did not contribute to the individual's planning and preparation for the attack going undetected, it is an important failing for us to acknowledge.
- The report also found that NZ Police failed to meet required standards in the administration of the firearms licensing and that these failures contributed to the individual's ability to obtain firearms in New Zealand.

Based on these findings, the Royal Commission makes 44 recommendations, which can be grouped by the following subjects:

- recommendations to improve New Zealand's counter-terrorism effort, including changes to system leadership, structure and strategy;
- recommendations to improve New Zealand's firearms licensing system, including better training and performance monitoring;
- recommendations to support the ongoing recovery needs of affected whānau, survivors and witnesses;
- recommendations to improve social cohesion and New Zealand's response to our increasingly diverse population; and recommendations for the implementation of the report's recommendations.

The executive summary and report itself contain more detail on the findings and recommendations.

We have also included a summary of the findings and all 44 recommendations on information sheets at the side of this room for you to take away with you should you wish.

Government response to the report

You may have seen the Prime Minister present the report to the House.

In doing so, she noted that the report identifies many lessons to be learnt and significant areas needing change in the New Zealand system.

We have already made some of these changes. We changed our gun laws in the immediate aftermath of the attack, for example. But much more remains to be done.

The Prime Minister emphasised the importance of accountability, and of taking this opportunity to focus on outcomes that will strengthen the security, resilience and inclusiveness of New Zealand society.

She said that ultimately, this roughly 800 page report can be distilled into one simple premise:

Muslim New Zealanders should be safe. Anyone who calls New Zealand home, regardless of race, religion, sex or sexual orientation should be safe.

New Zealanders deserve a public service that does its best to keep you safe, and that is what we are committed to building.

Because of this, the Government has accepted all of the recommendations in principle.

Our next task is to work with communities to implement these, and we've set principles around this to be transparent about how we're initially charting this path.

These principles include putting survivors and whānau at the centre of the response and focusing on initiatives that make a real difference in people's lives.

Some of these initiatives can be undertaken quickly, others will take time, but we are committed to meaningful change.

And that is why I am here today. To hear from you about what you want the Government do; what issues you care most about so that you can see your voices reflected in the actions that we take.

Before we begin, however, I would like to welcome my colleague, Minister Priyanca Radhakrishnan, to make some opening remarks.

[Minister Radhakrishnan's remarks are being prepared separately]

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ATTACHMENT D

Key Questions and Answers

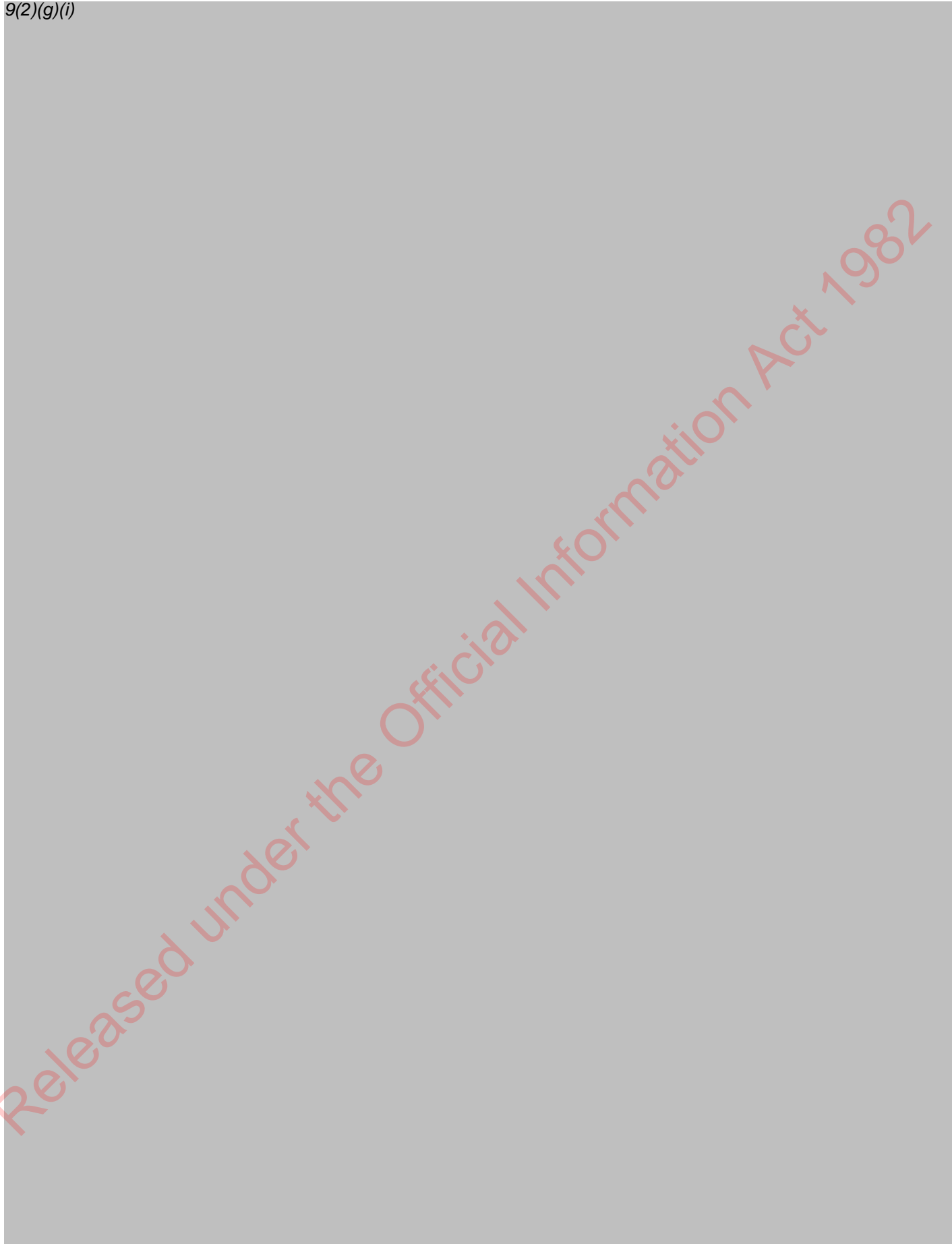
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ATTACHMENT E

Key Updates from Agencies on Issues of Community Interest


A. Ministry of Justice: National Action Plan on Racism

Key Messages

- The Minister of Justice is leading the development of a National Action Plan Against Racism, which will be a comprehensive plan and programme of action to target and eliminate racism in Aotearoa New Zealand. It will be a plan for all New Zealanders but will include specific actions for the Government to take to reduce racism.
- We want the process to develop the Action Plan to be as inclusive as possible, with participation from a wide range of communities, groups, and government agencies. Groups that experience racism will play an especially important role, particularly in helping to determine what we should be aiming for and where we should be targeting our efforts.
- This work is still at an early stage and so far no decisions have been made about approach or timeframes. We want the Action Plan to be meaningful and successful, which means we need to make sure that those who want to be involved have the opportunity to do so.

Background

9(2)(g)(i)



B. Ministry of Justice: Hate Speech Engagement

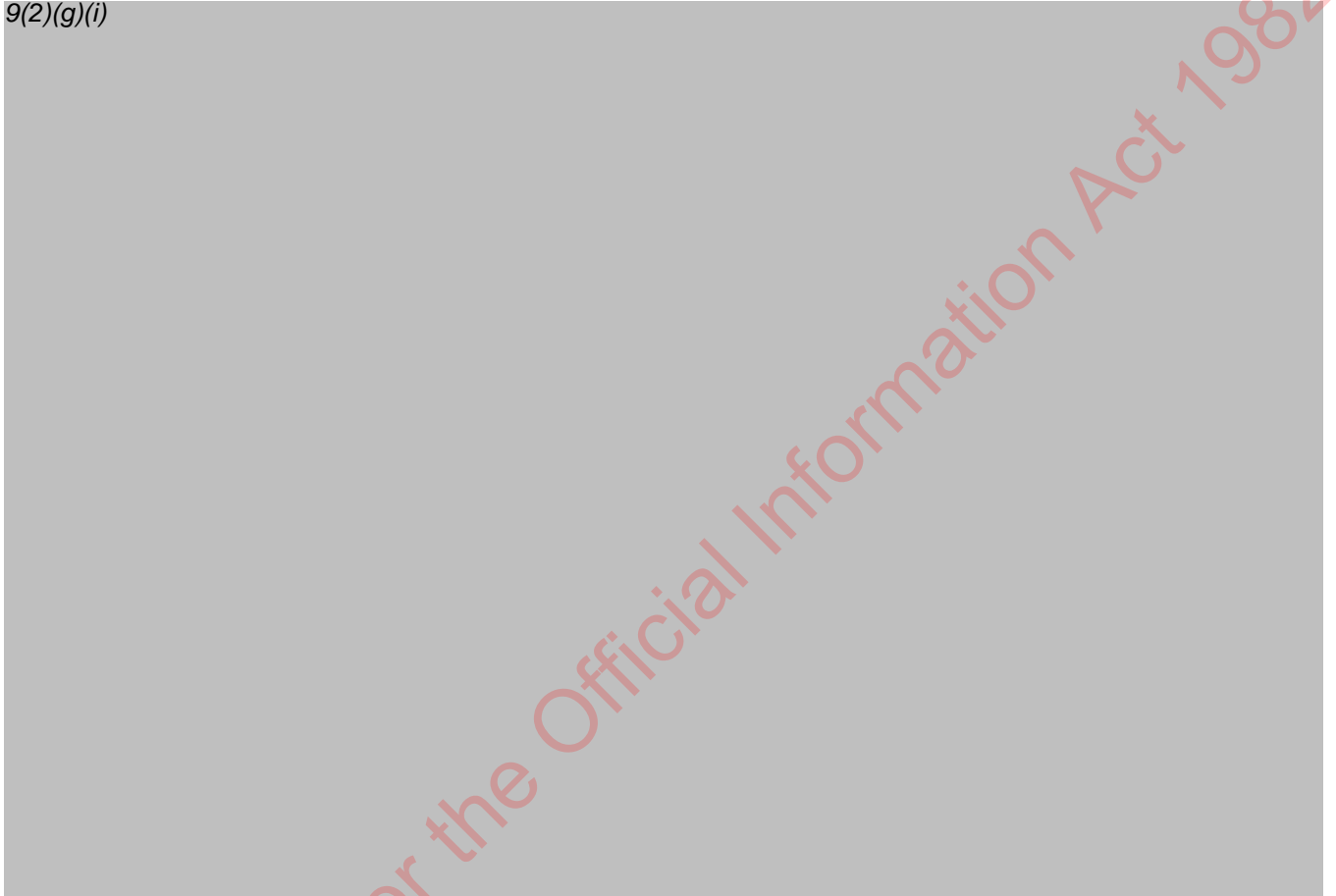
Key Messages

- In December 2020, Cabinet agreed in principle to a number of changes to the Human Rights Act 1993 and a change to the Crimes Act 1961 to strengthen protections against hate speech (speech that incites hostility and hatred).

- The Government has already announced it will undertake consultation with community groups and parties across Parliament to test the proposals before introducing legislation.
- The Minister of Justice decided that there will also be a public consultation process which will require a further Cabinet decision.

Background

9(2)(g)(i)



C. NZ Police: Hate Crime Data Collection

Key Messages

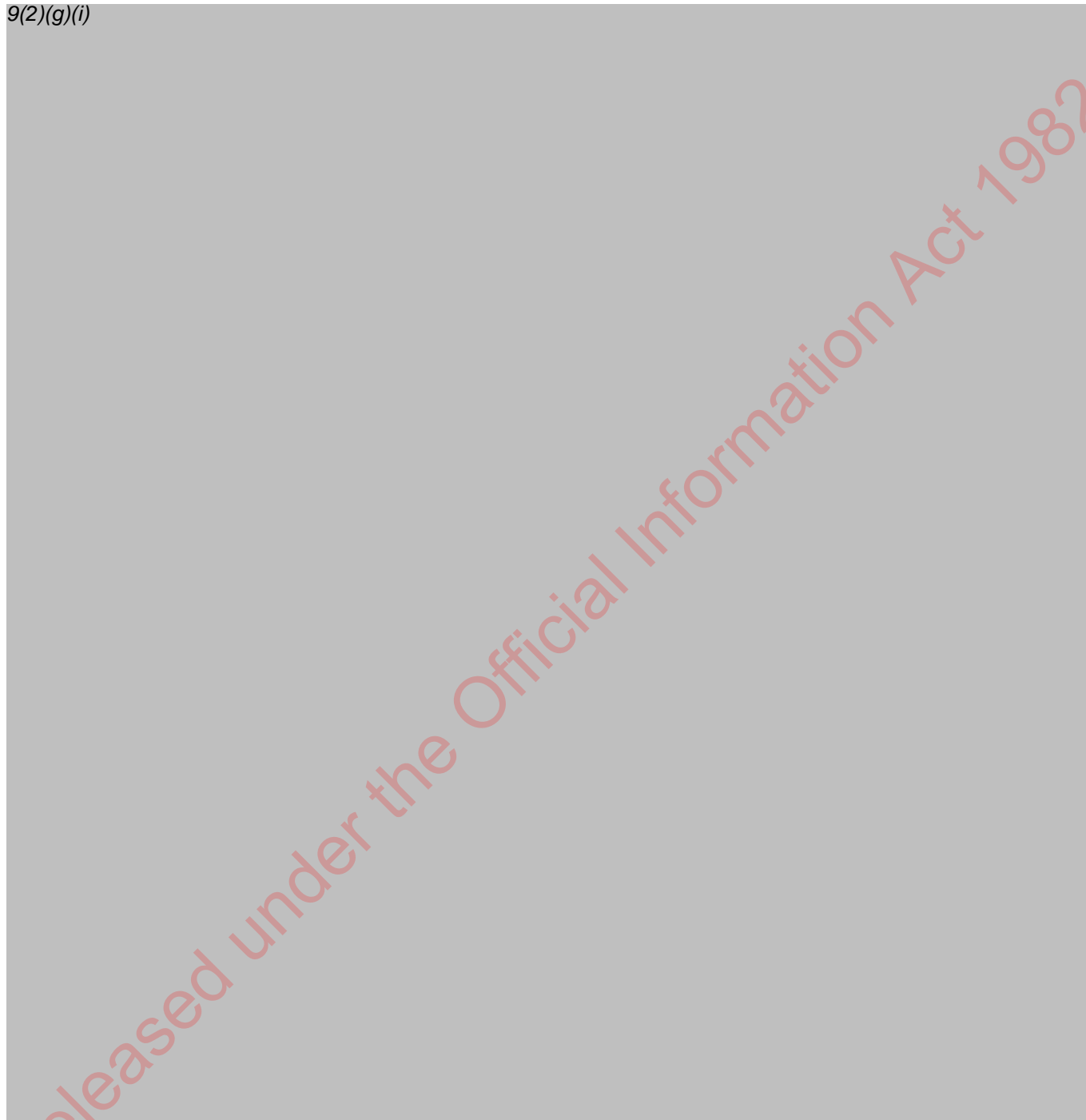
- Since 2018, Police has been working to improve hate crime data collection, and actively continues to look for system and process opportunities to improve data collection and quality in this area.
- In addition to enhancing IT systems, Police has continued to work towards improving staff knowledge and awareness of hate crime, so that we are better able to recognise and respond to such reports.
- *Te Raranga - The Weave* - was announced by the Prime Minister in response to the RCOI. Te Raranga formally establishes a structured Police programme to drive

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND AND PALMERSTON NORTH, FEBRUARY 2021	2021NSP/057
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improvements in frontline practice to identify, record, and manage hate crime, and deliver a service that is more responsive to victims.

Background

9(2)(g)(i)



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D. Ministry of Education: Programmes to Address Racism, Discrimination and Bullying

Key Messages

- Racism, discrimination and bullying are influenced by social and environmental factors, including the values and norms of wider society. Because of this, solutions can be most powerful when they involve students, staff, whānau and communities working together to build caring cultures which embrace diversity and are inclusive of all faiths and ethnicities.
- Schools do not operate in isolation from society. Sadly, we know all too well that racism, discrimination and bullying are present throughout Aotearoa. These issues affect many children and young people, including those singled out for their religion or ethnicity, and can impact on their emotional, social and learning experiences at school. While racism, discrimination and bullying are distinct from each other, there are some commonalities and shared solutions.
- Te Hurihanganui recognises the importance of a community approach to addressing inequity and racism. We are trialling a pilot of the programme in six communities across Aotearoa. While the work will accelerate outcomes for ākonga Māori and their whānau, we expect it to support positive transformative shifts for all ākonga. Te Hurihanganui received \$42m in Budget 19 across four financial years.
- For our teachers, cultural capability is a Professional Learning and Development priority. This means that Education regions can make decisions which prioritise funding training for teachers with a focus on empowering them to act to eliminate racism and discrimination.

Background

9(2)(g)(i)



9(2)(g)(i)



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9(2)(g)(i)

E. Ministry of Social Development: Update on Social Cohesion

Key Messages

- After the 15 March terror attack, calls came for the Government to consider initiatives to support social inclusion in communities around New Zealand. The work on social inclusion was organised around four key 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.
- The social inclusion work is now shaped based on the recommendations of RCOI report which was tabled in Parliament on 8 December 2020. The RCOI report changed the title of the initiative to 'social cohesion', as a wider definition that incorporates 'social inclusion'.
- We are currently working to develop options on how the social cohesion recommendations (29, 31, and 37) may be progressed in alignment with other work underway on RCOI recommendations.

Background

9(2)(g)(i)



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9(2)(g)(i)

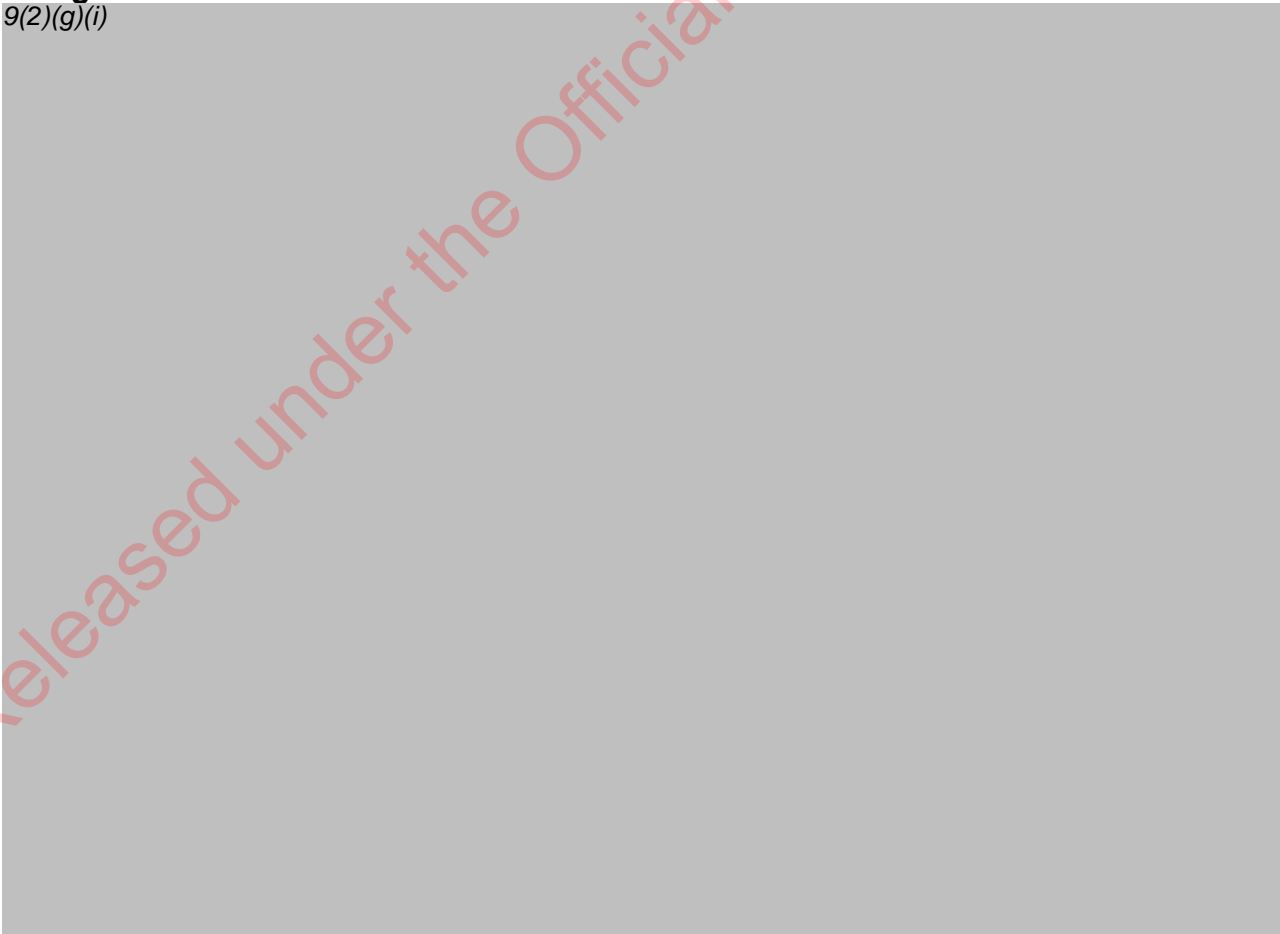
F. Public Service Commission: Cultural Competency in the Public Service

Key Messages

- There are a range of cultural competency initiatives that have been underway in the Public Service for some time, though these will vary from agency to agency. Some are tailor-made and others are delivered through external providers.
- At a system level, cultural competence is one of the five focus areas set by Papa Pounamu, which all Public Service chief executives have agreed is mandatory in their agencies
- Papa Pounamu have provided advice to all Public Service agencies on building cultural competence. All core Public Service agencies are expected to report their progress in building cultural competence in their annual reports.
- Training is only one part of the work that agencies and public servants should be doing. It is through day-to-day actions and changing system settings across our workplaces that will have the most impact in growing our cultural capability.

Background

9(2)(g)(i)



9(2)(g)(i)

G. Stats NZ: Collection of Religious Affiliation and Ethnicity Data

Key Messages

- The RCOI report recommendation 32 seeks the collection of religious affiliation and ethnicity data by public service agencies. Ethnicity is collected by many agencies whilst religious affiliation is currently only collected by Stats NZ, through the five-yearly Census of Population and Dwellings.
- The social licence government currently has in the collection of religious affiliation data is unknown and further work is required in order to understand the public's trust and confidence in the collection of sensitive variables such as religious affiliation.
- Religious affiliation is one of the few topics that respondents (of the Census) can object to answering without penalty, highlighting the sensitivity of the information. In the 2018 Census 6.6% of people refused to answer the question.
- Ethnicity data is collected widely across government agencies, but despite Stats NZ having an ethnicity standard (and classification), it is not collected, managed or used consistently. The development of a Data Content Requirement (mandated by the Government Chief Data Steward) would provide agencies with a clear set of expectations with which to align, enabling government to maximise the benefits of this data for decision making and policy purposes.

Background

9(2)(g)(i)

Released under the Official Information Act 1982

9(2)(g)(i)



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ATTACHMENT F

Principles for the Government’s Response

The following principles will guide the Government’s response to the Royal Commission of Inquiry into the terrorist attack on Christchurch Mosques:

Our vision is for a diverse, inclusive and safe New Zealand	
What	<ul style="list-style-type: none"> • Te Tiriti o Waitangi and its principles will guide our response
	<ul style="list-style-type: none"> • Survivors and whānau of the attack will be at the centre of our response
	<ul style="list-style-type: none"> • We will strive for safer communities and a New Zealand that’s more inclusive, with equal protections for all
How	<ul style="list-style-type: none"> • We will be accountable and forward-looking
	<ul style="list-style-type: none"> • We will be proactive in reaching out to communities
	<ul style="list-style-type: none"> • We will take practical actions that make a difference to people’s lives

These principles:

- Recognise the sustained impact of the terror attack on communities;
- Present a direction for the response and the future that recognises the need for change;
- Show a genuine commitment to making a visible difference in people’s lives going forward;
- Provide a foundation from which to start the necessary public conversation on national security and social inclusion; and
- Aim to bring our nation together by considering how to achieve our aspirations for a safer, more diverse and inclusive New Zealand.

Briefing

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND, HAMILTON AND NAPIER, FEBRUARY 2021

Date	11/02/2021	Priority	Urgent
Deadline	N/A	Briefing Number	2021NSP/059

Purpose

To provide Ministers with detail on the scheduled engagements with Muslim communities, Sikh communities, and pan-ethnic/multi-faith communities in Auckland, Hamilton and Napier, from 12-14 February 2021.

This is the third in a series of planned briefings for the broader national programme of engagement with communities on the Government's response to the RCOI.

Recommendations

1. **Note** the content of this briefing.

<p>Tony Lynch Deputy Chief Executive, National Security, DPMC, and Lead Official for the Government's RCOI Response</p>	<p>Hon Andrew Little Lead Coordinating Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on Christchurch Mosques</p>
<p>...../...../.....</p>	<p>...../...../.....</p>

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND, HAMILTON AND NAPIER, FEBRUARY 2021	2021NSP/059
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<p>Hon Priyanca Radhakrishnan Minister for Diversity, Inclusion and Ethnic Communities</p>
<p>...../...../.....</p>

Contact for telephone discussion if required:

Name	Position	Telephone		1st contact
Tony Lynch	DCE, National Security Group, DPMC	9(2)(a)	9(2)(a)	✓
Julia Macdonald	Principal Policy Advisor, National Security Policy Directorate, DPMC	9(2)(a)	9(2)(a)	

Minister's office comments:

- Noted
- Seen
- Approved
- Needs change
- Withdrawn
- Not seen by Minister
- Overtaken by events
- Referred to

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND, HAMILTON AND NAPIER, FEBRUARY 2021

Purpose

1. To provide Ministers with detail on the scheduled engagements with Muslim communities, Sikh communities, and pan-ethnic/multi-faith communities in Auckland, Hamilton and Napier, from 12-14 February 2021.
2. This is the third in a series of planned briefings for the broader national programme of engagement with communities on the Government's response to the RCOI.

Background

3. The nationwide programme of regional engagements with Muslim communities and pan-ethnic/multi-faith communities began in Wellington on Sunday 31 January. These meetings have been followed by engagements in Auckland on Sunday 7 February, and Palmerston North on 9-10 February.
4. The programme continues this weekend with engagements in Auckland with pan-ethnic and multi-faith communities, and Hamilton and Napier with both Muslim communities and pan-ethnic/multi-faith communities.
5. In addition to these larger community engagements, Ministers and senior officials will also meet with FIANZ leadership and Sikh community leaders on Friday 12 February in Auckland, and with IWCNZ leadership on Saturday 13 February in Hamilton.
6. The purpose of these engagements remains to:
 - continue to build strong, trusted relationships between these communities and Government as the basis for long-term partnerships;
 - listen to reactions around the RCOI report and answer questions;
 - talk to RCOI issues, including the initiatives announced during the immediate response;
 - understand the key priority issues for communities to inform the development of the Government's high-level response and implementation roadmap;
 - invite views on the establishment of the Implementation Oversight Advisory Group and affirm that this group will play an important role in advising Ministers on the development of the RCOI response work programme; and
 - discuss how the Government's response will unfold, and how communities can work together with us in shaping its substance.
7. These engagements will be led by Minister Little and Minister Radhakrishnan. MP Ibrahim Omer will also attend alongside local MPs. Officials will be supporting throughout.

8. We expect that some community members will attend these engagements having read the RCOI report carefully and will be prepared with specific questions. 9(2)(g)(i)
9. However many more will have found it challenging to engage with such a large volume of difficult, technocratic, and potentially re-traumatising material. Others may not have had the opportunity to engage with the report.
10. Those who have read the report are likely to be critical, to express disappointment about the perceived lack of government accountability found by the RCOI, and to be cynical about the Government's intentions to make any real changes based on the report's recommendations.
11. Based on feedback from the Auckland hui and from broader community members, we are continuing to make adjustments to our planning and preparation as well as to the suggested agenda. Additional changes for this next round of engagements include:
 - Adding additional meetings to ensure that all community members have an opportunity to engage;
 - Limiting opening remarks to ensure sufficient time for community members' questions; and
 - Arranging for the attendance of Ministry of Education officials to respond to community questions and concerns.
12. In addition to adjustments to the session design, we have updated the Q&A attachment to reflect questions that have arisen during the Wellington and Auckland hui as well as including a summary of key themes raised during these engagements. We also attach separate briefings for the meetings with the Federation of Islamic Associations of New Zealand (FIANZ) leadership and members of the Islamic Women's Council of New Zealand (IWCNZ).
13. Run sheets and lists of attendees for engagements on 12-14 February are included in Attachment A. A meeting agenda for all engagements is included in Attachment B. Key questions and answers are included in Attachment C. A summary of key themes raised during the Wellington and Auckland hui is included in Attachment D. Briefings for the meetings with FIANZ and IWCNZ are included in Attachments E. The principles guiding the Government's response are included in Attachment F.

Friday 12 February: Auckland and Hamilton Community Engagements

14. On Friday 12 February, meetings will take place in Auckland at the Vodafone Events Centre and at the FMG Waikato Stadium in Hamilton. These engagements include meetings with FIANZ leadership, Sikh community leaders, and pan-ethnic/multi-faith communities in Auckland. Following the Auckland engagements, there are meetings for all Muslim communities, Muslim women, and Muslim young people in Hamilton.
15. A meeting agenda for the larger community engagements is included in Attachment B. Culturally appropriate refreshments will be served at each event.

IN-CONFIDENCE

10:30am – 11:30am FIANZ (Auckland)

16. The first meeting is with the leadership of FIANZ. A background briefing for this meeting is included in Attachment E. A recent letter sent to Minister Little's office is included alongside this briefing note.
17. You may wish to invite a FIANZ member to open and close the meeting with a prayer.
18. FIANZ have suggested the following meeting agenda:
 - Introductions (5 minutes)
 - Discussion of formal submission by FIANZ (25 min)
 - General discussion (30 minutes)

19. The following FIANZ representatives will attend:

9(2)(a)




20. PowerPoint provision has been requested. Officials from DPMC, OEC, NZSIS, and Police will be available to attend in support.

12pm – 1:30pm Sikh Community Leaders (Auckland)

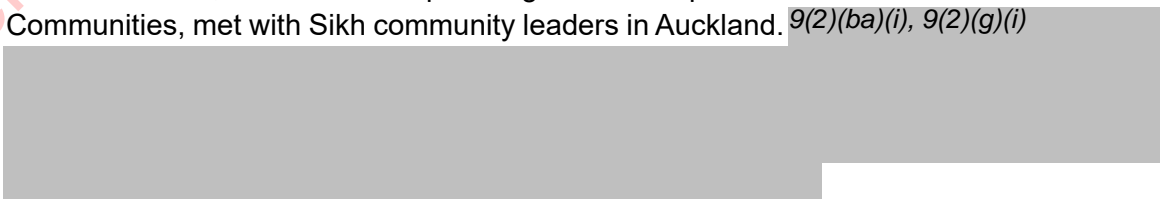
21. The second meeting is an invitation to leaders within the Sikh community in Auckland. We expect approximately 10-15 leaders to attend, though it may be more.
22. In the meeting, the Sikh leaders will likely raise concerns around security, hate and racism, given the visible identification of people of Sikh faith.

23. 9(2)(a), 9(2)(g)(i)



24. Immigration New Zealand (INZ) has advised that their Relationship Managers have regular contact with Sikh community leaders in Auckland, mainly via the Supreme Sikh Society in Takanini. Sikh representatives attend monthly Zoom meetings between INZ and South Asian community leaders.


25. In October 2020, INZ Relationship Managers and a representative from the Office of Ethnic Communities, met with Sikh community leaders in Auckland. 9(2)(ba)(i), 9(2)(g)(i)



26. The large Sikh communities that are based in Auckland have indicated to OEC that they wish to meet with the Government as one group.

27. Key potential attendees include:

9(2)(a), 9(2)(g)(i)



28. Officials from DPMC, OEC, NZSIS, Police, and Immigration will be available to attend in support.

2pm – 3pm All Pan-ethnic/Multi-faith Communities (Auckland)

29. This is the first of three sessions in Auckland available to all members of pan-ethnic/multi-faith communities. This is an additional meeting to the original public programme of events based on feedback from Jewish community members who would be unable to attend the Auckland engagements on Saturday. The meeting has been promoted particularly to Jewish community members. Because this engagement was a late addition, there may be fewer community members in attendance.

30. The pan-ethnic/multi-faith meeting includes local ethnic leaders, some faith and interfaith leaders, members of the multicultural council, refugee councils and regional NGOs.

31. Community members at this meeting may express views that the Government has been overly focused on the Muslim community since March 15, to the detriment of attention placed on other ethnic communities.

32. Some members may also express general concerns about rising racism. Asian communities in particular may raise the increased prejudice they have faced as a result of COVID-19.

33. Key groups and associations present may include:

- New Zealand Indian Central Association
- Auckland Council Ethnic Advisory Panel
- New Zealand Chinese Association
- Federation of Islamic Associations in New Zealand (FIANZ)
- The Jewish Council

5:30pm – 6:30pm Muslim Women (Hamilton)

34. The first meeting in Hamilton is an open invitation for all Muslim women.

35. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

7pm – 8pm All Muslim Communities (Hamilton)

36. The second meeting in Hamilton is an open invitation for all members of Muslim communities.

37. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

8:15pm – 9:15pm Muslim Young People (Hamilton)

38. The third meeting in Hamilton is an open invitation for all Muslim young people.

Saturday 13 February: Hamilton and Auckland Community Engagements

39. On Saturday 13 February, meetings will take place at FMG Waikato Stadium in Hamilton with the Islamic Women's Council of New Zealand (IWCNZ) and all members of pan-ethnic/multi-faith communities. These engagements will be followed by meetings with all members of pan-ethnic/multi-faith communities at the Vodafone Events Centre in Auckland.

8:30am – 9:30am IWCNZ (Hamilton)

40. The first meeting is with members of IWCNZ. The majority of meeting attendees will be present in Hamilton, but some IWCNZ members may join the meeting via Zoom. A background briefing for this meeting is included in Attachment E.

41. You may wish to invite an IWCNZ member to open and close the meeting with a prayer.

42. Officials from DPMC, OEC, NZSIS, and Police are available to attend in support.

10am – 12 noon All Pan-ethnic/Multi-faith Communities (Hamilton)

43. The second meeting is with all members of pan-ethnic/multi-faith communities in Hamilton.

44. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

2pm – 3:30pm All Pan-ethnic/Multi-faith Communities (Auckland)

45. This is the second of the three sessions available to all members of pan-ethnic/multi-faith communities in Auckland.

46. Key groups and associations potentially present may include:

9(2)(a), 9(2)(g)(i)

4pm – 5:30pm All Pan-Ethnic/Multi-Faith Communities (Auckland)

47. This is the third of the three sessions available to members of all pan-ethnic/multi-faith communities in Auckland.

48. Key groups and associations that may be present at this event are included in para 46.

Sunday 14 February: Napier Muslim Community and Pan-Ethnic/Multi-Faith Community Engagements

49. On Sunday 14 February, meetings will take place at the Napier War Memorial and Conference Centre. These engagements include an open session for all members of Muslim communities and a second meeting for all members of pan-ethnic/multi-faith communities.

10:30am – 12 noon All Muslim Communities

50. The first meeting is an open invitation for all members of Muslim communities.

51. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

2pm – 3:30pm All Pan-ethnic/Multi-Faith Communities

52. The second meeting is an open invitation for all members of pan-ethnic and multi-faith communities.

53. Key potential attendees at the pan-ethnic/multi-faith community meeting include:

9(2)(a), 9(2)(g)(i)

Community safety and support services

54. There will be psycho-social support available on-site for all engagements. In addition, officials from Immigration NZ and MSD will be available to help community members with any questions or concerns.

55. Childcare will be available for the women’s hui, and child-friendly activities available for children who attend with family members at all other events.

56. There will be a small police presence to provide security if needed. Interpreting services will be provided by OEC staff on-site, though this is not anticipated to be widely needed.

Attachments:		
Attachment A:	IN-CONFIDENCE	Operational run sheet for February 12-14
Attachment B:	IN-CONFIDENCE	RCOI community engagement meeting agenda
Attachment C:	IN-CONFIDENCE	Key questions and answers
Attachment D:	IN-CONFIDENCE	Some key themes from regional hui
Attachment E:	IN-CONFIDENCE	9(2)(g)(i)
Attachment F:	IN-CONFIDENCE	Principles for the Government’s RCOI response

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ATTACHMENT A

Operational Run Sheets for 12-14 February

Operational run sheet for Auckland pan-ethnic/multi-faith hui 12 Feb

<p>Friday 12 February 2021</p> <p>Vodafone Events Centre, Sir Noel Robinson Conference Centre, ground level</p> <p>770 Great South Road, Wiri</p>
<ul style="list-style-type: none"> 7.30 am. DPMC staff depart Wellington on NZ 408 for Auckland with 8.35 am arrival in Auckland. Travel to venue – maximum 25 minutes travel.
<ul style="list-style-type: none"> 10.30 - 11.30 am. Meeting with Federation of Islamic Associations of New Zealand (FIANZ) leadership <ul style="list-style-type: none"> Attended by staff from DPMC, OEC, Police, NZSIS only. Number of officials in meeting to be limited to a maximum of 2-3 from each agency only.
<ul style="list-style-type: none"> 12.00 – 1.30 pm Meeting with Sikh community leadership <ul style="list-style-type: none"> Attended by staff from DPMC, OEC, Police, NZSIS, NZI only. Number of officials in meeting to be limited to a maximum of 2-3 from each agency only.
<ul style="list-style-type: none"> 1.30 pm All agency and support staff on site for pan-ethnic and multi-faith hui for welcome and briefing – hand out of lanyards to those staff requiring them
<ul style="list-style-type: none"> 1.45 pm Wayfinding assistance staff in place to greet and direct arrivals to the meeting rooms.
<ul style="list-style-type: none"> 2.00 – 3.00 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B] <ul style="list-style-type: none"> 2.00 pm arrival and refreshments Welcome guests Karakia and 1 minute silence in memory of the 51 shuhuda Remarks and discussion 3.00 pm meeting concludes
<ul style="list-style-type: none"> 2.00 - 2.15 pm 1 car with DPMC staff (Ford and others TBC) departs Auckland venue for Hamilton to prepare for meetings there later in the day. 3.00 - 3.15 pm Remaining DPMC staff depart site for Hamilton noting the likelihood of heavy traffic flows southbound out of Auckland. 1 hour 7 minutes calculated drive time site to site per AA time and distance calculator. Plan for latest arrival time on site in Hamilton of 4.45 pm.

Members of Parliament attending Pan-ethnic/Multi-faith in addition to Ministers

<p>Ibrahim Omer (Labour)</p> <p>Others TBC</p>
--

Agency and support staff attendees at Pan-ethnic/Multi-faith meeting

<p>DPMC</p> <p>9(2)(a) - Strategic Coordinator for Counter Terrorism Julia Macdonald - Principal Policy Advisor Manisha Bhikha - Principal Policy Advisor 9(2)(a) - Policy Advisor 9(2)(a) - Senior Advisor 9(2)(a) - Analyst 9(2)(a) - Analyst Chris Ford - Project Manager</p>
<p>OEC</p> <p>TBC</p>
<p>Police</p> <p>Superintendent Jill Rogers - Counties Manukau District Commander Constable Rob Stanton</p>
<p>MBIE/INZ</p> <p>TBC</p>
<p>MSD</p> <p>TBC</p>
<p>NZSIS</p> <p>TBC</p>
<p>Education</p> <p>TBC</p>
<p>Human Rights Commission</p> <p>TBC</p>
<p>Psycho-social support</p> <p>Provided by Kāhui Tū Kaha</p>
<p>Childcare services for women's meeting</p> <p>Being arranged by OEC</p>

Operational run sheet for Hamilton hui 12-13 Feb

<p>Friday 12 February 2021</p> <p>FMG Waikato Stadium, Splice Construction Lounge/Gallagher Lounge, Gate 5, 128 Seddon Road, Frankton</p>
<ul style="list-style-type: none"> • 3.15 – 3.30 pm First contingent of DPMC staff (Ford and others TBC) arrive in Hamilton from Auckland. • 4.30 - 4.45 pm Remaining DPMC staff arrive in Hamilton via road from Auckland after meetings finishing there at 3.00 pm. 1 hour 7 minutes calculated drive time site to site per AA time and distance calculator. <u>Plan for latest arrival time on site in Hamilton of 4.45 pm.</u> Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
<ul style="list-style-type: none"> • 4.30 pm All agency and support staff on site for welcome and briefing – hand out of lanyards to those staff requiring them
<ul style="list-style-type: none"> • 4.45 pm. Wayfinding assistance staff in place to greet and direct arrivals to the meeting rooms. Ensure childcare services are in place.
<ul style="list-style-type: none"> • 5.00 – 6.30 pm Muslim women’s meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 5.00 pm. arrival and refreshments ○ Welcome guests ○ Karakia, Prayer, and 1 minute silence ○ Remarks and discussion ○ 6.30 pm meeting concludes
<ul style="list-style-type: none"> • 6.30 - 7 .00 pm Pivot to Muslim all community meeting
<ul style="list-style-type: none"> • 7.00 – 8.00 pm Muslim all community meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 7.00 pm arrival and refreshments ○ Welcome guests ○ Karakia, Prayer, and 1 minute silence ○ Remarks and discussion ○ 8.00 pm meeting concludes
<ul style="list-style-type: none"> • 8.00 – 8.15 pm Pivot to Muslim youth meeting
<ul style="list-style-type: none"> • 8.15 – 9.15 pm Muslim youth meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 8.15 pm arrival and refreshments ○ Welcome guests ○ Karakia, Prayer, and 1 minute silence ○ Remarks and discussion ○ 9.15 pm meeting concludes
<ul style="list-style-type: none"> • 9.15 – 9.45 pm Agency and support staff depart venue. DPMC staff staying in Hamilton overnight at Heartland Ambassador Hotel Hamilton.

Members of Parliament attending in addition to Ministers

Ibrahim Omer (Labour)

David Bennett (National)

Agency and support staff attendees

<p>DPMC</p> <p>Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response 9(2)(a) - Strategic Coordinator for Counter Terrorism Julia Macdonald - Principal Policy Advisor Manisha Bhikha - Principal Policy Advisor 9(2)(a) - Policy Advisor 9(2)(a) - Senior Advisor 9(2)(a) - Analyst 9(2)(a) - Analyst Chris Ford - Project Manager</p>
<p>OEC</p> <p>TBC</p>
<p>Police</p> <p>Superintendent Bruce Bird – Waikato District Commander Inspector Frank Grant – Waikato District Maori Responsiveness Manager</p>
<p>MBIE/INZ</p> <p>TBC</p>
<p>MSD</p> <p>TBC</p>
<p>NZSIS</p> <p>TBC</p>
<p>Education</p> <p>TBC</p>
<p>Human Rights Commission</p> <p>TBC</p>
<p>Psycho-social support</p> <p>TBC</p>
<p>Childcare services for women’s meeting</p>

Being arranged by OEC

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IN CONFIDENCE

Saturday 13 February 2021

FMG Waikato Stadium, Splice Construction Lounge/Gallagher Lounge, Gate 5,
128 Seddon Road, Frankton

- 8.30 am – 9.30 am Meeting at venue with Islamic Women Council of New Zealand (IWCNZ) which is being planned for independently from this run sheet.
- 9.15 am All agency and support staff not attending meeting with IWCNZ on site for welcome and briefing ahead of Pan ethnic/Multi faith meeting – hand out of lanyards to those staff requiring them
- 9.30 am Wayfinding assistance staff in place to greet and direct arrivals to the Pan ethnic/Multi faith meeting room.
- **10.00 am – 12.00 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B]**
 - 10.00 am. arrival and refreshments
 - Welcome guests
 - Karakia and 1 minute silence
 - Remarks and discussion
 - 12.00 pm. meeting concludes
- 11.00 -11.15 am 1 car with DPMC staff (Ford and others TBC) departs Hamilton venue for Auckland to prepare for meetings there later in the day.
- 12.15 pm at the latest. Remaining DPMC staff depart by road to Auckland for Pan ethnic/Multi faith meetings commencing at 2pm.
1 hour 7 minutes calculated drive time site to site per AA time and distance calculator

Members of Parliament attending in addition to Ministers

Ibrahim Omer (Labour)
David Bennett (National)

Agency and support staff attendees

DPMC

Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response

9(2)(a) - Strategic Coordinator for Counter Terrorism

Julia Macdonald - Principal Policy Advisor

Manisha Bhikha - Principal Policy Advisor

9(2)(a) - Policy Advisor

9(2)(a) - Senior Advisor

9(2)(a) – Analyst

9(2)(a) – Analyst

Chris Ford - Project Manager

OEC TBC
Police Superintendent Bruce Bird – Waikato District Commander Inspector Frank Grant
MBIE/INZ TBC
MSD TBC
NZSIS TBC
Immigration TBC
Human Rights Commission TBC
Psycho-social support TBC – being arranged via OEC

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Operational run sheet for Auckland hui 13 February

<p>Saturday 13 February 2021</p> <p>Vodafone Events Centre, Sir Noel Robinson Conference Centre, ground level</p> <p>770 Great South Road, Wiri</p>
<ul style="list-style-type: none"> • 12.30 – 1245 pm First contingent of DPMC staff (Ford and others TBC) arrive in Auckland from Hamilton. • 1.30 pm. <u>at latest</u>. DPMC arrive by road from Hamilton after Pan ethnic/Multi faith meeting there earlier in the day which is scheduled to finish at 12.00 p.m. 1 hour 7 minutes calculated drive time per AA time and distance calculator <u>Plan for latest arrival time on site in Auckland of 1.30 pm.</u>
<ul style="list-style-type: none"> • 1.30 pm All agency and support staff on site for welcome and briefing and liaison with mosque management– hand out of lanyards to those staff requiring them. Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
<ul style="list-style-type: none"> • 1.45 pm Wayfinding assistance staff in place to greet and direct arrivals to meeting room.
<ul style="list-style-type: none"> • 2.00 – 3.30 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 2.00 pm arrival and refreshments ○ Welcome guests ○ Karakia and 1 minute silence ○ Remarks and discussion ○ 3.30 pm meeting concludes
<ul style="list-style-type: none"> • 3.30 – 4.00 pm Pivot to second Pan ethnic/Multi faith meeting
<ul style="list-style-type: none"> • 4.00 – 5.30 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 4.00 pm arrival and refreshments ○ Welcome guests ○ Karakia and 1 minute silence ○ Remarks and discussion ○ 5.30 pm meeting concludes
<ul style="list-style-type: none"> • 5.30 – 6.30 pm DPMC staff depart venue. Staying overnight in Auckland at ^{9(2)(g)(i)} ahead of departure to Napier on 14 February at 8.35 am on NZ5593.

Members of Parliament attending in addition to Ministers

Ibrahim Omer (Labour)
Melissa Lee (National) For the 2.00 – 3.30 pm meeting only.

Agency and support staff attendees

DPMC

<p>Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response 9(2)(a) - Strategic Coordinator for Counter Terrorism Julia Macdonald - Principal Policy Advisor Manisha Bhikha - Principal Policy Advisor 9(2)(a) - Policy Advisor 9(2)(a) - Senior Advisor 9(2)(a) - Analyst 9(2)(a) - Analyst Shane Collins (for 4.00 - 5.30 pm. meeting only) Chris Ford - Project Manager</p>
<p>OEC TBC</p>
<p>Police Superintendent Karyn Malthus – Auckland City District Commander Dayong Sun</p>
<p>MBIE/INZ TBC</p>
<p>NZSIS TBC</p>
<p>Education TBC</p>
<p>Human Rights Commission TBC</p>
<p>Psycho-social support Provided by Kāhui Tū Kaha</p>

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Operational run sheet for Napier hui 14 Feb

<p>Sunday 14 February 2021</p> <p>Napier War Memorial and Conference Centre, 48 Marine Parade, Bluff Hill</p>
<ul style="list-style-type: none"> • DPMC staff arrive Napier on NZ5593 at 9.40 am. Allow 20 minutes minimum to reach accounting for airport process and 15 minute drive to venue (as per AA time and distance calculator)
<ul style="list-style-type: none"> • 10.00 am DPMC and other agency and support staff on site for welcome and briefing – hand out of lanyards to those staff requiring them. Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
<ul style="list-style-type: none"> • 10.15 am Wayfinding assistance staff in place to greet and direct arrivals to meeting room.
<ul style="list-style-type: none"> • 10.30 am – 12.00 pm Muslim all community meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 10.00 pm arrival and refreshments ○ Welcome guests ○ Karakia, Prayer, and 1 minute silence ○ Remarks and discussion ○ 12.00 pm meeting concludes
<ul style="list-style-type: none"> • 12.00 pm – 2.00 pm Pivot to Pan-ethnic/Multi-faith meeting. Lunch is catered for on site for agency and support staff.
<ul style="list-style-type: none"> • 2.00 – 3.30 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 2.00 pm arrival and refreshments ○ Welcome guests ○ Karakia and 1 minute silence ○ Remarks and discussion ○ 2.30 pm meeting concludes
<ul style="list-style-type: none"> • 2.30 – 4.15 pm. DPMC staff depart for airport for NZ5897 to Wellington – departure time of 5.25 pm with arrival in Wellington at 6.25 pm

Members of Parliament attending in addition to Ministers

<p>Ibrahim Omer Anna Lorck (10:30am-12pm only)</p>
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Agency and support staff attendees

<p>DPMC</p> <p>Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response 9(2)(a) - Strategic Coordinator for Counter Terrorism Julia Macdonald - Principal Policy Advisor Manisha Bhikha - Principal Policy Advisor</p>
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<p>RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH COMMUNITIES IN AUCKLAND, HAMILTON AND NAPIER, FEBRUARY 2021</p>	<p>2021NSP/059</p>
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<p>9(2)(a) [redacted] - Policy Advisor 9(2)(a) [redacted] – Analyst 9(2)(a) [redacted] – Analyst Shane Collins Chris Ford – Project Manager</p>
<p>OEC TBC</p>
<p>Police Inspector Andrew Sloan - Eastern District Operations Manager Inspector Damin Ormsby - Eastern District Maori Responsiveness Manager</p>
<p>MBIE/INZ TBC</p>
<p>MSD TBC</p>
<p>NZSIS TBC</p>
<p>Education TBC</p>
<p>Human Rights Commission TBC</p>
<p>Psycho-social support 9(2)(a) [redacted] from Alive Psych</p>
<p>Childcare services Arranged by OEC</p>

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ATTACHMENT B

RCOI Community Engagement Meeting Agenda

Item	Topic	Speaker
1	Arrival and refreshments	
2	Welcome by facilitator, Mele Wendt <ul style="list-style-type: none"> • Acknowledge guests and purpose of meeting • Karakia and opening prayer • Signpost support services available • 1 minute silence 	Mele Wendt
3	Opening remarks by Minister Little (see Attachment C) <ul style="list-style-type: none"> • Welcome and acknowledgements • Purpose of today's engagement • Brief review of the RCOI, findings and recommendations • Initiatives undertaken by the Government • Government approach to the response and principles • Next steps (including establishing IOAG) 	Minister Little
4	Opening remarks by Minister Radhakrishnan <ul style="list-style-type: none"> • Invite views on new Ministry for Ethnic Communities • Outline her role as responsible minister for social cohesion 	Minister Radhakrishnan
5	Time for community members to reflect and discuss at tables	
6	Facilitated Q&A based on the following possible key topics: <i>Questions on the Report</i> <ul style="list-style-type: none"> • Invite any questions about the report or its findings/recommendations <i>Discussion of the Government Response</i> <ul style="list-style-type: none"> • Ask community members what they see as priority issues for them and what they would like to work on progressing with government • Invite views on the establishment of the Implementation Oversight Advisory Group • Invite input on community members' preferred mode/means of engagement in progressing this work 	Mele Wendt to emcee Minister Little and Minister Radhakrishnan
7	Concluding remarks by both Ministers	Minister Little and

Item	Topic	Speaker
		Minister Radhakrishnan
8	Break for informal conversation over refreshments	
9	Concluding Karakia and prayer	Mele Wendt and community member

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ATTACHMENT C

Key Questions and Answers

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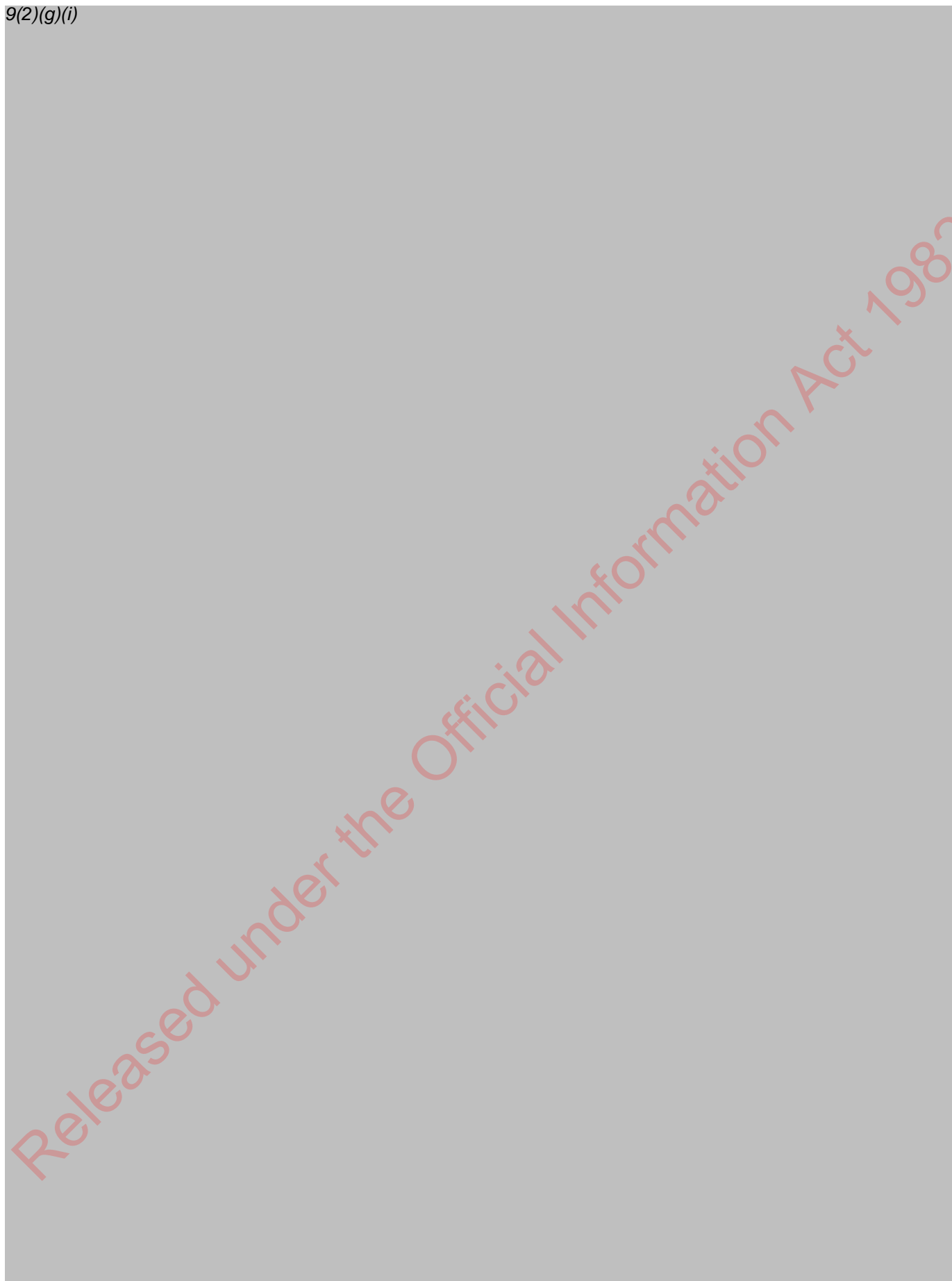
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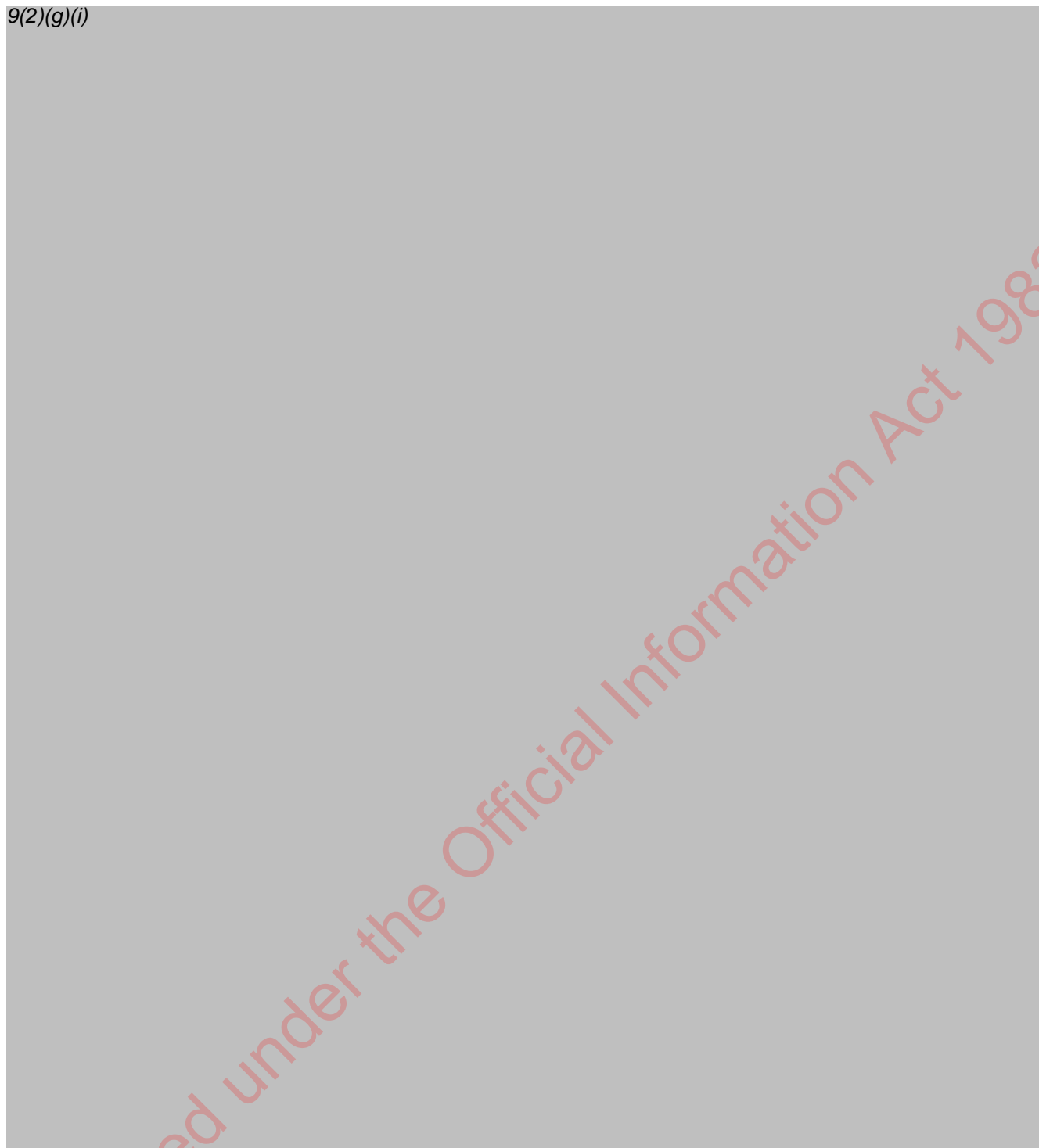
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ATTACHMENT D

Some Key Themes from Regional Hui (Wellington, Auckland)

Topic	Details
<i>Ministry of Ethnic Communities</i>	<ul style="list-style-type: none"> - Questions around the roles and powers of the new Ministry - Whether the upgrade will result in real and genuine change - Why the Ministry will be a departmental agency still within DIA (and perceived implications of this) - Concerns around the Minister being outside of Cabinet
<i>National Security System</i>	<ul style="list-style-type: none"> - Questions around the leadership and cultural competency of the system and its agencies, and if there is a conflict of interest in these agencies leading the response (DPMC especially) - A recurring focus on the RCOI's findings regarding the inappropriate concentration of resources on Islamic extremism and whether/what kind of accountability has been taken for this
<i>Response and Accountability</i>	<ul style="list-style-type: none"> - Concerns over RCOI finding no individual/specific agency at fault - Going forward there needs to be clear, measured accountability that is transparent to communities
<i>Diversity and Cultural Competency in Government</i>	<ul style="list-style-type: none"> - Continuing lack of cultural competency and ethnic leadership across agencies (leading to bias and system failures for ethnic communities) - Government needs to both support graduates while going further to improve capability and diversity of current workforce
<i>Sense of Safety</i>	<ul style="list-style-type: none"> - Community members do not feel safe to live their ordinary lives, and need to see more work done to make them feel safe - Recording of ethnicity data for victims is a key priority
<i>Social Cohesion</i>	<ul style="list-style-type: none"> - The social cohesion work programme will need to involve all in society in order to bring about societal change - The overall work of the response to the RCOI is work for all New Zealanders, not just Muslim communities
<i>Employment and discrimination</i>	<ul style="list-style-type: none"> - Many women in the Muslim community feel they are consistently discriminated against and have limited opportunities because of their religious attire - Improvements within Government are important, but the private sector also needs to be engaged in reducing discrimination and improving employments prospects
<i>Education Sector</i>	<ul style="list-style-type: none"> - Concerns around faith-based bullying and cultural competency among teachers

IN CONFIDENCE

	<ul style="list-style-type: none">- The education system has large potential for positive change through programmes such as education on religion and culture
<i>Media</i>	<ul style="list-style-type: none">- Media plays a key role in perpetrating stereotypes and enabling discrimination- There is a need to address this going forward
<i>Implementation Oversight and Advisory Group</i>	<ul style="list-style-type: none">- This group needs broad representation and compensation, with clearly defined powers that drive transparency and accountability for Government
<i>Tangata Whenua / Māori</i>	<ul style="list-style-type: none">- Questions around how the Government will involve and protect Māori interests when responding to RCOI
<i>Supporting Community Engagement</i>	<ul style="list-style-type: none">- Communities need resources to be able to engage with government, and to feel empowered to do so
<i>Hate Speech Reform</i>	<ul style="list-style-type: none">- Questions around the challenges of implementation and timelines for doing so

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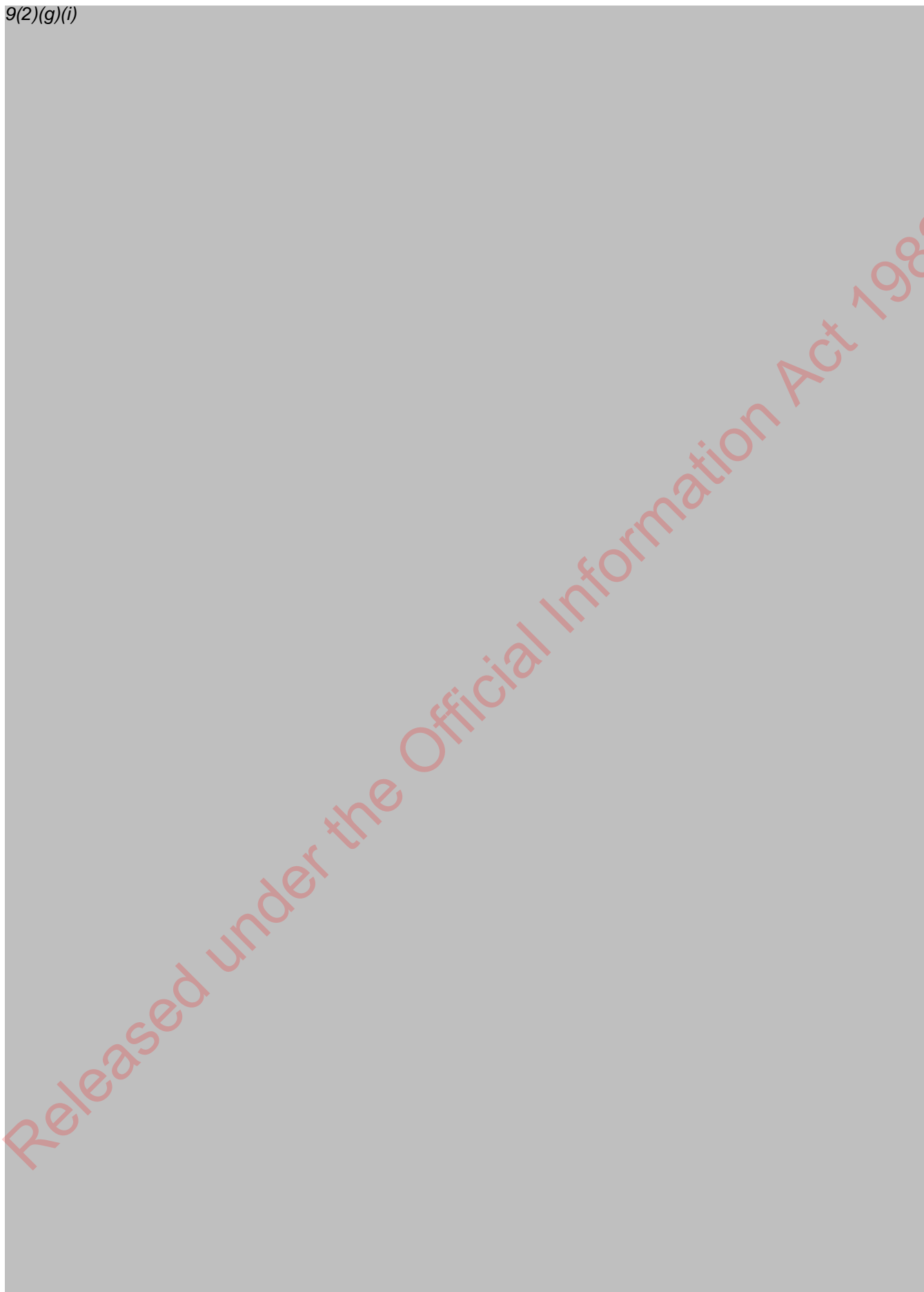
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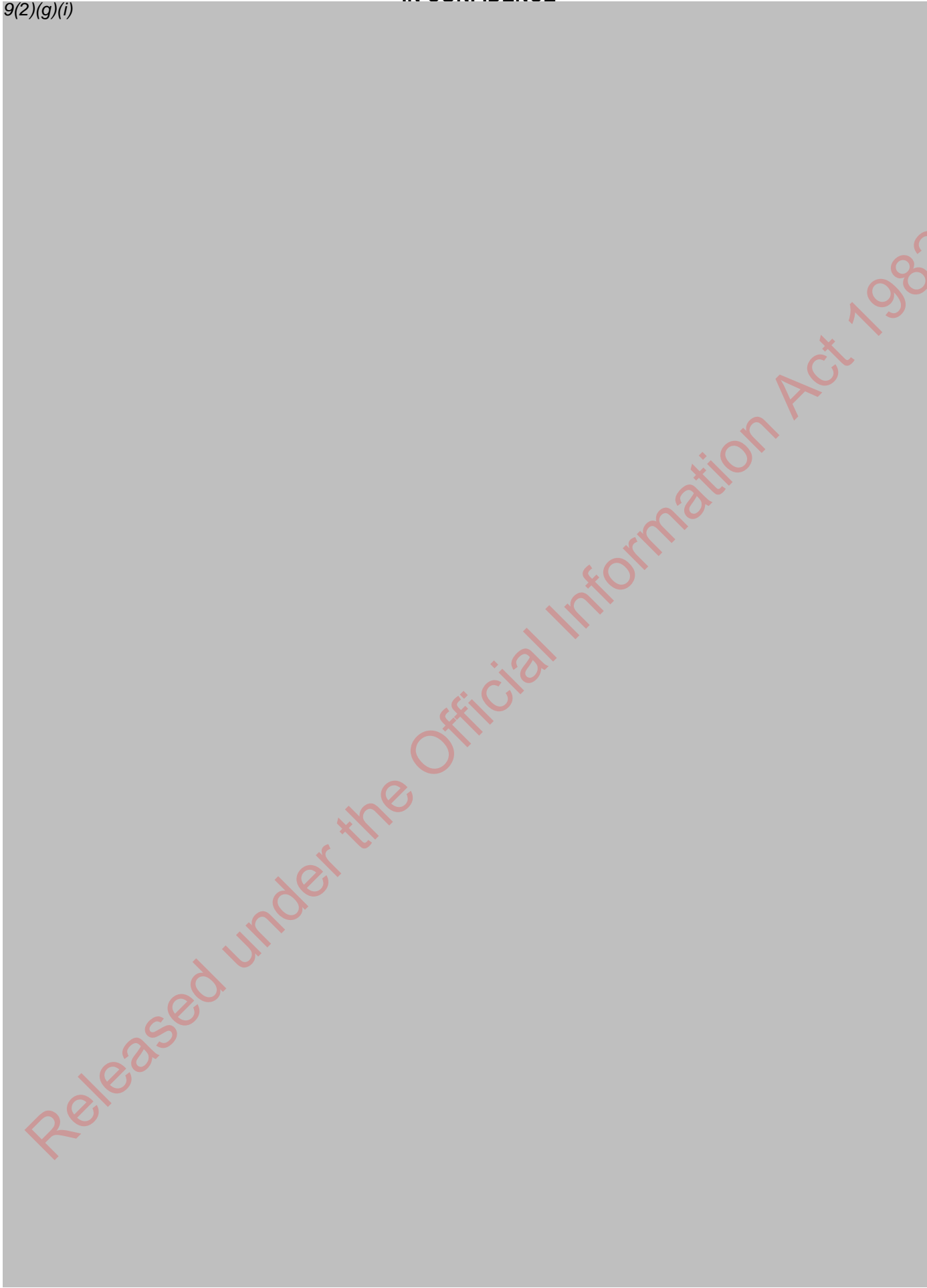
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ATTACHMENT F

Principles for the Government’s Response

The following principles will guide the Government’s response to the Royal Commission of Inquiry into the terrorist attack on Christchurch Mosques:

Our vision is for a diverse, inclusive and safe New Zealand	
What	<ul style="list-style-type: none"> • Te Tiriti o Waitangi and its principles will guide our response
	<ul style="list-style-type: none"> • Survivors and whānau of the attack will be at the centre of our response
	<ul style="list-style-type: none"> • We will strive for safer communities and a New Zealand that’s more inclusive, with equal protections for all
How	<ul style="list-style-type: none"> • We will be accountable and forward-looking
	<ul style="list-style-type: none"> • We will be proactive in reaching out to communities
	<ul style="list-style-type: none"> • We will take practical actions that make a difference to people’s lives

These principles:

- Recognise the sustained impact of the terror attack on communities;
- Present a direction for the response and the future that recognises the need for change;
- Show a genuine commitment to making a visible difference in people’s lives going forward;
- Provide a foundation from which to start the necessary public conversation on national security and social inclusion; and
- Aim to bring our nation together by considering how to achieve our aspirations for a safer, more diverse and inclusive New Zealand.



Briefing

GOVERNMENT RESPONSE TO THE ROYAL COMMISSION OF INQUIRY INTO THE TERRORIST ATTACK ON CHRISTCHURCH MOSQUES: STATUS UPDATE

To: Hon Andrew Little, Lead Coordination Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on Christchurch Mosques

Copy to: Rt Hon Jacinda Ardern, Prime Minister and Minister for National Security and Intelligence; Hon Grant Robertson, Deputy Prime Minister and Minister of Finance; Hon Chris Hipkins, Minister of Education; Hon Carmel Sepuloni, Minister for Social Development and Employment; Hon Nanaia Mahuta, Minister of Foreign Affairs; Hon Poto Williams, Minister of Police; Hon Kris Faafoi, Minister of Justice and Minister of Immigration; Hon Jan Tinetti, Minister of Internal Affairs; Hon Meka Whaitiri, Minister of Customs; Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities

Date	17/02/2021	Priority	High
Deadline	N/A	Briefing Number	2021NSP/065

Purpose

The purpose of this meeting is to seek updates from Ministers on initiatives relating to their portfolios as part of the Government's response to the Royal Commission of Inquiry (RCOI) into the terrorist attack on Christchurch Mosques, and to begin preparations for the 1 March and 8 March report backs to the Cabinet Business Committee and Cabinet respectively.

This briefing provides:

- a) an update on select key RCOI response initiatives;
- b) feedback from community engagement to date on the Government's RCOI response;
- c) an update on the establishment of the Implementation Oversight Advisory Group (recommendation 44); and
- d) detail on the contents and structure of the forthcoming RCOI Cabinet paper.

Recommendations

The Department of the Prime Minister and Cabinet recommends that Ministers:

1. **Discuss** the content of this briefing
2. **Discuss** the status of RCOI initiatives that relate to Ministers' own portfolios

<p>Tony Lynch Deputy Chief Executive, National Security Group Department of the Prime Minister and Cabinet</p>	<p>Hon Andrew Little Lead Coordination Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on Christchurch Mosques</p>
...../...../2021/...../2021

Contact for telephone discussion if required:

Name	Position	Telephone	1st contact
Tony Lynch	Deputy Chief Executive, National Security Group	9(2)(a)	x
Dan Eaton	Director, National Security Policy Directorate	9(2)(a)	

Minister's office comments:

- Noted
- Seen
- Approved
- Needs change
- Withdrawn
- Not seen by Minister
- Overtaken by events
- Referred to

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GOVERNMENT RESPONSE TO THE ROYAL COMMISSION OF INQUIRY INTO THE TERRORIST ATTACK ON CHRISTCHURCH MOSQUES: STATUS UPDATE

Purpose

1. The purpose of this meeting is to seek updates from Ministers on initiatives relating to their portfolios as part of the Government's response to the Royal Commission of Inquiry (RCOI) into the terrorist attack on Christchurch Mosques, and to begin preparations for the 1 March and 8 March report backs to the Cabinet Business Committee and Cabinet respectively.
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 - d) detail on the contents and structure of the forthcoming RCOI Cabinet paper.

Background

3. The Royal Commission of Inquiry into the terrorist attack on Christchurch Mosques was tabled in the House on 8 December, 2020. The Government has accepted all of the Royal Commission's findings, agreed in-principle with the report's 44 recommendations, adopted a set of principles to guide the Government's response, and agreed funding for initiatives which could be implemented rapidly in response to the report.
4. The Government's initial response to the report included updates on relevant work underway and new initiatives around three areas: supporting our diverse communities, tackling harmful behaviour and discrimination, and keeping New Zealand safe. The Government announced 12 initiatives in total.
5. Officials are drafting a Cabinet paper to respond to the direction from Cabinet in December to report back on the implementation of the funded initiatives, as well as to provide advice on a longer-term programme of work that will aim to meet the overall intent of the Royal Commission's recommendations. The paper is on track to be considered by the Cabinet Business Committee on 1 March and then Cabinet on 8 March.

6. Community feedback and input is crucial to ensuring a fulsome, credible, and successful response to the RCOI report. To this end, Ministers and officials have been undertaking a nation-wide programme of hui to ensure that community priorities are reflected in the Government's response planning. This feedback has fed directly into advice on how to sequence the forward work programme, including the need to establish the Implementation Oversight Advisory Group as a first priority.

Update on key RCOI initiatives

7. The Prime Minister's Office has indicated a particular interest in updates on the following six initiatives. Officials have provided the following updates, and Ministers may wish to provide further information.

Ethnic Communities' Graduate Programme

8. In response to recommendation 35 and a desire to improve government and public sector leadership on social inclusion, Cabinet agreed to commence a graduate programme for ethnic communities designed to provide pathways into the public service. Initially, there will be two tranches to the programme, each with 15 places available. The Office of Ethnic Communities is currently recruiting for the two staff members funded to run the programme, and is on track to have the first intake commence work in July 2021, and the second in January 2022.

Wrap around services to support the families of 51 Shuhada and others affected by the attack

9. To better support families most impacted by the 15 March 2019 terror attacks, Cabinet agreed to the development of a Collective Impact Board to enable community partnership and involvement in decision making, and the collaborative development of specialised support for survivors and families. This is in line with recommendations 25 and 26 of the Royal Commission's report.
10. Work is underway to establish the Collective Impact Board and enhance services to meet the ongoing needs of affected whānau, survivors and witnesses. The work is being led by the Ministry of Social Development's Service Delivery team and supported by the Māori, Communities and Partnerships team. The Board will be based in Christchurch.
11. MSD has received informal feedback from affected communities, community groups and agencies to develop options on how the Collective Impact Board might be established and who needs to be involved. In addition, MSD is working with Te Kawa Mataaho Public Services Commission to consider and incorporate best practices, and will test approaches with the community before making a final recommendation.
12. Current scoping work is looking at:
 - terms of reference and guiding principles;

- representation – e.g. government agencies, communities, Mana Whenua;
- options for nomination processes;
- selection and recruitment processes;
- a wider Collective Impact Board Support Network; and
- timing for the establishment of the Collective Impact Board.

13. The Ministry of Social Development is working to have the Board operational by the end of May 2021.

Implementing a trial to support young children to improve their self-regulation, resilience, and social skills

14. The Ministry of Education received \$5.243 million for the 18 months from December 2020 to test a scaled-up version of a play-based social and emotional development programme for children aged zero to six years, in order to improve their self-regulation, resilience and social skills. The funding provides for six months of policy development, followed by a 12-month trial commencing mid-2021, involving 2,500 children in around 70 early-learning services.

15. This trial supports children from deprived and high-stress environments, who are shown to require support to develop self-regulation. The trial will allow for the development of progress and practice tools to support kaiako understanding and support of children's development of key skills in urban and rural communities and different types of early-learning services.

16. 9(2)(f)(iv)

17. This programme also gave an additional \$100,000 to allow the Ministry of Education to continue work with minority ethnic communities in Christchurch to equip and empower parents, families and communities to champion their children's education. This work is progressing well.

18. These initiatives were supported in line with recommendation 36.

Establishing the New Zealand Police programme Te Raranga, The Weave

19. Te Raranga establishes a structured programme to drive improvements in frontline practice to identify, record, and manage hate crime. The intent is to deliver a service that: reduces incidents of hate crime and supports those impacted by the hurt of hate crime; lifts NZ Police response through the weaving together of lived experience, systems and training design; and provides access and support to a restoration process for those impacted by hate crime. This initiative is connected to recommendation 42.

20. Te Raranga will receive \$10.41million over the four years from July 2021, and is being established through NZ Police baselines in the interim. NZ Police have defined their initial programme scope, structure and work plan, and held an engagement hui with internal stakeholders to capture all work currently underway.
21. Prior to 1 July 2021, NZ Police will undertake recruitment of programme team staff, engage with stakeholders to refine the programme of work with their input, and progress training to improve capability.

Strengthening the capacity of the Human Rights Commission to respond to hate speech, racism and discrimination

22. This initiative provides \$5 million over two years to strengthen the Human Rights Commission's capacity to respond to hate speech, racism and discrimination. The Commission is in the process of planning and developing a work programme for this. The Commission is engaging with the communities to better understand what particular aspects would be most useful and appreciated by them.

Early intervention to prevent terrorism and violent extremism through the Multi-Agency Coordination and Intervention Programme

23. The Multi-Agency Coordinated Intervention Programme (MACIP) is a targeted prevention effort that aims to reduce the likelihood of harm from violent extremism through tailored multi-agency and community interventions proportionate to risk, needs and circumstance. The programme is led by NZ Police.
24. Establishment of a governance group for the group, including Chief Executives of relevant agencies, is underway. A project manager has been recruited and commenced work, and recruitment for further roles is in train. MACIP will receive \$8.44 million of funding over the four years from July 2021, prior to which work is being undertaken from within NZ Police baselines.

Community engagement – what we are hearing

25. Promoting and ensuring New Zealand communities' safety and wellbeing lies at the heart of the Government's response to the Royal Commission of Inquiry. To understand community priorities, the Government has been engaged in a nation-wide programme of hui to listen to community concerns and ensure that the Government's response and implementation plan aligns with communities' most pressing needs.

26. In the immediate aftermath of the public release of the RCOI report, engagement was appropriately prioritised with affected whānau and survivors in Christchurch in acknowledgement of the deep hurt and pain experienced by the Christchurch Muslim community. In January and February 2021 this engagement extended to Muslim and pan-ethnic/multi-faith communities across New Zealand. Over 30 community hui have now taken place across the country.
27. The community hui have been led by Minister Little and Minister Radhakrishnan, with support from local Members of Parliament from both sides of the House. Officials from a wide range of agencies including the Department of the Prime Minister and Cabinet, Office of Ethnic Communities, NZ Security Intelligence Service, Ministry of Social Development, Ministry of Business, Innovation and Employment (Immigration NZ), NZ Police and the Ministry of Education have also participated in and offered support at these events.
28. Based on feedback at the hui and through online RCOI response feedback forms, key community priorities include:
- a) the provision of ongoing long-term support to the affected whānau and survivors of the 15 March attack;
 - b) Government accountability to communities and a desire for transparency and mechanisms for community involvement in policy development;
 - c) the need for a long-term work programme on social cohesion that involves all communities to bring about societal change;
 - d) educational reform to address existing structural racism through curriculum change and improving the cultural competency of teachers;
 - e) improving the safety of New Zealanders, including through firearms control as well as hate speech/crime legislation;
 - f) increasing the diversity and cultural competency of the public sector workforce;
 - g) a well-resourced Ministry of Ethnic Communities;
 - h) addressing the role of media in perpetuating discrimination and racism;
 - i) increasing resources to communities to enable their full participation in civil society and to allow for community-led solutions; and
 - j) addressing employment discrimination and providing more employment pathways for ethnic communities.
29. A summary table of this feedback is provided in Attachment A, and a public report summarising this feedback will be produced once this round of hui has concluded.

30. There is a need to pivot now from listening to community priorities to taking action, noting that some recommendations can be implemented quickly and that others will take more time. Conversations with communities who have not yet been formally consulted with will continue while this work progresses.

Establishing the Implementation Advisory Oversight Group is a first priority

31. A transparent, trusted and effective Implementation Oversight Advisory Group (IOAG) will underpin our ability to create an informed overarching RCOI response work programme. The IOAG is a crucial part of communities feeling that they have the ability to be involved in the response to the Royal Commission from the beginning, instead of being provided with 'fait accompli' solutions. From feedback, this group is seen as key to holding the Government to account.
32. Minister Little, as the Lead Coordination Minister for the Government's RCOI Response, has agreed that the IOAG will take the form of a Ministerial Advisory Group ('the Group') with a focus on programme oversight (rather than governance), and the provision of contestable advice on the design and implementation of the Government's response 'as a whole' to the Lead Coordination Minister.
33. As a Ministerial Advisory Group, the Group will report directly to the Lead Coordination Minister and will have no decision-making role or accountability, or formal powers to direct those agencies with responsibilities for implementing RCOI recommendations. That function remains the purview of Ministers directly. This relieves Group members of any risk of legal accountability associated with the decisions made by the responsible Minister. Care will be needed to ensure there is a clear understanding in the public that the Group is advisory only.
34. The Group will not be the only mechanism through which communities can engage in the RCOI response. However, the Group will include a high level of community representation, and is therefore likely to have a strong interest in tracking the progress of the overall RCOI response engagement strategy. The initial Terms of Reference will identify the development and implementation of the Government's response as a key focus for the Group.
35. The RCOI recommended that the Group include a cross-section of New Zealand communities, and should include representation from civil society, local government, the private sector, affected whānau, survivors and witnesses, and the RCOI Muslim Community Reference Group. In addition, we would look for iwi/Māori representation, and at least one academic – while considering that the IOAG would benefit from representation from a number of sectors of society, notably women and youth. Broad representation will be critical to ensuring that New Zealanders have confidence in the Group, the policy outcomes associated

with the response are the best they can be, and in building social license that endures beyond the RCOI response.

36. The Lead Coordination Minister will appoint the Chair/s, and a public nomination process will be used to identify other potential Group members, likely followed by a candidate selection process to ensure the Group comprises a diverse range of members with the requisite skills. We will need to give further thought to how we balance the required breadth of representation with the need to support the Group to function efficiently. Group members are likely to have work, family and other community commitments so the burden placed on them must be carefully managed.
37. The Group will require strong secretariat support and administration support to ensure the Group can be established, supported and operate in a manner which aligns with the principles of the Government's response. Officials are currently considering establishment and resourcing options (e.g. independent secretariat or one hosted by DPMC or another agency). Specialist recruitment support is also been considered to assist with the nominations, selection and invitation of membership process (e.g. recruitment run through an independent third party or through Government).
38. There will be costs associated with the establishment and operation of the Group and the Secretariat and further work is being undertaken to determine these. Work is also beginning to develop a draft terms of reference and to identify next operational steps.

The 1 March Cabinet paper contains updates on all initiatives, recommendations, and initial advice on the sequencing of work

39. Officials are currently drafting a Cabinet paper to report back on the status of the 12 funded initiatives as well as to provide advice on a longer-term programme of work. The paper will be considered by Cabinet Business Committee on 1 March and by Cabinet on 8 March.
40. The paper is currently drafted in four sections:
 - a) what we have heard from communities;
 - b) updates on high-priority recommendations (the advisory group) and phasing of other initiatives (national security and social cohesion strategies);
 - c) report-back on the 12 initiatives announced in December 2020; and
 - d) an update on all 44 of the Royal Commission's recommendations.
41. Based on community feedback and Government principles for the RCOI response, officials advise prioritising work that focuses on:
 - a) support to affected communities;

- b) arrangements that underpin the Government's delivery of the RCOI response (Lead Coordination Minister, Implementation Oversight Advisory Group); and
 - c) gaps to be plugged immediately, including firearms licensing work.
42. Recommendations on social cohesion (recs 28-42) and New Zealand's counter-terrorism effort (recs 1-18) will require significant planning and resourcing, as well as community input to implement. It is suggested that these be carried out in the medium to longer term once the IOAG, among other groups, are established. This broad sequencing of work is shown in Attachment B.

Attachments:		
Attachment A:	RESTRICTED	Key Themes from Regional Hui
Attachment B:	RESTRICTED	Broad Sequencing of RCOI Work Programme

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ATTACHMENT A

Key Themes from Regional Hui

Topic	Details
<i>Ministry of Ethnic Communities</i>	<ul style="list-style-type: none"> - Questions around the roles and powers of the new Ministry - Whether the upgrade will result in real and genuine change - Why the Ministry will be a departmental agency still within DIA (and perceived implications of this) - Concerns around the Minister being outside of Cabinet - Desire for a strong regional presence for the Ministry - Desire for the Ministry to be adequately resourced
<i>National Security System</i>	<ul style="list-style-type: none"> - A recurring focus on the RCOI's findings regarding the inappropriate concentration of resources on Islamic extremism and whether/what kind of accountability has been taken for this. Continued mistrust of NZSIS by Muslim communities. - Questions around the leadership and cultural competency of the system and its agencies, and if there is a conflict of interest in these agencies leading the response
<i>Response and Accountability</i>	<ul style="list-style-type: none"> - Concerns over RCOI finding no individual/specific agency at fault - Frustration at previous engagement being perceived to have had little to no beneficial outcomes, and no visibility of what had been done with feedback provided through engagement - The need for clear, measured accountability that is transparent to communities
<i>Social Cohesion</i>	<ul style="list-style-type: none"> - The social cohesion work programme needing to involve all in society in order to bring about societal change - The need for all New Zealanders to be involved in the RCOI response, not just Muslim communities
<i>Education Sector</i>	<ul style="list-style-type: none"> - Concerns around racism and faith-based bullying and discrimination within schools, and lack of cultural competency among teachers to respond effectively - The large potential to effect positive change through awareness raising programmes such as education on religion and culture
<i>Hate Speech Reform</i>	<ul style="list-style-type: none"> - Questions around the challenges of implementation and timelines for doing so

RESTRICTED

	<ul style="list-style-type: none"> - Concern as to how this will be balanced against freedom of speech - Need for reforms to be able to address both inter and intra community hate speech (and extremism generally, including the rise of Islamophobic Hindutva ideologies)
<i>Media</i>	<ul style="list-style-type: none"> - Media playing a key role in perpetrating stereotypes and enabling discrimination - The need to address this going forward, with calls for a national conversation or forum - Concerns over Broadcasting Standards Authority's powers to challenge offensive or hateful comments broadcasted (particularly when ethnic language media)
<i>Implementation Oversight Advisory Group</i>	<ul style="list-style-type: none"> - The need for broad representation, resources and compensation, with clearly defined powers that drive transparency and accountability for Government - Requests for representation of youth, women, a mixture of existing organisation representation and non-affiliated community members, and a geographic spread - Suggestions have also been made for sub-groups, possibly divided by geography or specific interests/themes
<i>Diversity and Cultural Competency in Government</i>	<ul style="list-style-type: none"> - Continuing lack of cultural competency and ethnic leadership across agencies (leading to bias, discrimination and system failures for ethnic communities) - The need for government to support graduates while going further to improve capability and diversity of current workforce (particularly tiers 1-3 of the public service leadership)
<i>Sense of Safety</i>	<ul style="list-style-type: none"> - Persistent feeling of insecurity and inability to live ordinary lives, and the need to see more work done to make them feel safe. Many members discussed still feeling unsafe to visit their masjid and regularly experience racism and hate incidents - Recording of ethnicity data for victims of hate crime is a key priority and the need to share this data publicly - Difficulty raising hate speech and community threats with Police, especially where language barriers exist - Concerns regarding Government's ability to prevent a further similar terrorist attack occurring again
<i>Gun reform</i>	<ul style="list-style-type: none"> - Appreciation for initial gun reforms by the Government after March 15 - Remaining concern that gun reforms haven't gone far enough, and a desire to understand next steps in gun

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	reform and how police are addressing illegal firearms in communities
<i>Employment and discrimination</i>	<ul style="list-style-type: none">- Experiences of consistent discrimination in the Muslim community and limited opportunities because of their religious attire and names. Women are particularly impacted by this- Requests for better recognition of both the qualifications of, and the lived experience of, members of ethnic communities to assist with employment discrimination- Improvements within Government are important, but the private sector also needs to be engaged in reducing discrimination and improving inclusion within employment- Better support required in supporting employees with faith-based needs in the workplace (such as prayer spaces and breaks coinciding with prayer times), and increased flexibility to take important faith-based or cultural holidays
<i>Tangata Whenua / Māori</i>	<ul style="list-style-type: none">- Questions around how the Government will protect and enable Māori interests when responding to RCOI and how Te Tiriti will be foundational to the response
<i>Supporting Community Engagement</i>	<ul style="list-style-type: none">- Need for community resources to be able to engage with government, and to feel empowered to do so. Strong desire for collaborative approaches and co-design where appropriate- Requests for government to use, fund and support existing grassroots initiatives and community programmes where they exist, rather than starting again
<i>Mental Health</i>	<ul style="list-style-type: none">- Ongoing trauma of directly affected and wider communities in response to March 15 terrorist incident. Some effects are only evident in the medium to long term, and there is a need to plan for this required support- Impact of hate incidents, discrimination and bias has ongoing negative affect. Need for specific culturally appropriate mental health support services- Long term continued adverse impact of viewing of the livestream video

ATTACHMENT B

9(2)(g)(i)

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Principles for the Government's RCOI Response	RCOI Recommendations (summarised)	Responsible Minister
Our vision is for a diverse, inclusive and safe New Zealand	1 Appointment of a Minister with responsibility and accountability to lead and coordinate the CT effort	Prime Minister
	2 Establish a new national intelligence and security agency (NISA) that is well-resourced and legislatively mandated to be responsible for strategic intelligence and security leadership	
	3 Investigate alternative mechanisms to the voluntary nature of the Security and Intelligence Board	Minister NS&I
	4 Develop and implement a public facing CT/CVE strategy.	
	5 Amend the Public Finance Act 1989 to require the intelligence and security agencies to provide performance information	Minister of Finance
	6 Strengthen the role of the Parliamentary Intelligence and Security Committee so that it can provide better and informed cross-parliamentary oversight of the national security system	
Te Tiriti o Waitangi and its principles will guide our response	7 Establish an Advisory Group on counter-terrorism	Minister NS&I
	8 Include a summary of advice from the [counter-terrorism] Advisory Group and actions taken in response, when providing advice on the National Security and Intelligence Priorities and annual threatscape report.	
	9 Improve intelligence and security information sharing practices	Minister Responsible GCSB/NZSIS
	10 Amend the Intelligence and Security Act 2017 with respect to direct access agreements	
	11 Consider whether they have an appropriate number of their employees that have security clearances	
	12 Enable members of the public to easily and safely report concerning behaviours or incidents to a single contact point within government	Minister of Police
	13 Develop and publish indicators and risk factors that illustrate specific behaviours that may demonstrate a person's potential for engaging in violent extremism and terrorism	
	14 Establish a programme to fund independent NZ-specific research	
	15 Create opportunities to improve public understanding on violent extremism and terrorism in NZ, with ongoing public discussions	Minister NS&I
	16 Establish an annual hui on CVE and CT	
	17 Require in legislation publication of the NSIPs and referral to ISC for consideration; publication of an annual threatscape report; and the ISC to receive and consider submissions on the NSIPs and threatscape report	Minister of Justice
	Survivors and whānau of the attack will be at the centre of our response	18 Review all legislation related to the counter-terrorism effort (including the Terrorism Suppression Act 2002 and the Intelligence and Security Act 2017)
19 Make policies and operational standards and guidance for the firearms licensing system clear and consistent with legislation		
20 Introduce an electronic system for processing firearms licence applications		
21 Ensure firearms licensing staff have regular training and undertake periodic reviews of the quality of their work		Minister of Police
22 Introduce performance indicators that focus on the effective implementation of the firearms licensing system.		
23 Require new processes in the case of applicants who have lived outside of New Zealand for substantial periods of time in the ten years preceding the application		
24 Introduce mandatory reporting of firearms injuries to New Zealand Police by health professionals		
25 Facilitate coordinated access to ongoing recovery support for affected whānau, survivors and witnesses of the 15 March 2019 terrorist attack		Associate Minister for Social Development and Employment & Minister for Diversity, Inclusion and Ethnic Communities (DIEC)
26 Investigate establishing a Collective Impact Network and Board that enables Public sector agencies, non-government organisations and affected whānau, survivors and witnesses to agree a specific work programme to provide ongoing wrap-around services to affected whānau, survivors and witnesses		
27 Discuss with affected whānau, survivors and witnesses of the 15 March 2019 terrorist attack what, if any, restorative justice processes might be desired		
We will strive for safer communities and a New Zealand that's more inclusive, with equal protections for all	28 Announce that the Minister for Social Development and Employment and the MSD have responsibility and accountability for coordinating a whole-of-government approach to building social cohesion, including social inclusion	
	29 Discuss and collaborate with communities, civil society, local government and the private sector on the development of a social cohesion strategic framework and a monitoring and evaluation regime	
	30 Investigate the machinery of government options for an agency focused on ethnic communities and multiculturalism and establish a fit for purpose organisational design that will encompass the current functions expected of the Office of Ethnic Communities	Minister for Public Service & Minister DIEC
	31 Prioritise the development of appropriate measures and indicators (such as the Living Standards Framework) of social cohesion	Minister DIEC
	32 Require Public sector agencies to prioritise the collection of data on ethnic and religious demographics to support analysis and advice on the implications of New Zealand's rapidly changing society, inform better policy making and enhance policy evaluation	Minister of Statistics
	33 Continue focusing efforts on significantly increasing workforce diversity, including in leadership roles	
	34 Encourage the PSC to publish an annual report that provides a comprehensive view of progress by the Public sector on the Papa Pounamu commitments including the identification of areas where those Public sector agencies are performing well	Minister for Public Service
	35 Continue focusing efforts on significantly increasing workforce diversity and attracting diverse talent for Public service leadership roles at the first, second and third-tiers	
	36 Invest in opportunities for young New Zealanders to learn about their role, rights and responsibilities and on the value of ethnic and religious diversity, inclusivity, conflict resolution, civic literacy and self-regulate	Minister of Education
	37 Create opportunities for regular public conversations led by the responsible minister – the Minister for Social Development and Employment – for all New Zealanders to share knowledge and improve their understanding of social cohesion	Minister DIEC
We will be accountable and forward-looking	38 Require all Public sector community engagement to be in accordance with New Zealand's Open Government Partnership commitments and in particular require agencies to be clear about the degree of influence that community engagement has on associated decision-making	Minister for Public Service §
	39 Amend legislation to create hate-motivated offences	
	40 Repeal section 131 of the Human Rights Act 1993 and insert a provision in the Crimes Act 1961 for an offence of inciting racial or religious disharmony	Minister of Justice
	41 Amend the definition of "objectionable" in section 3 of the Films, Videos, and Publications Classification Act 1993 to include racial superiority, racial hatred and racial discrimination	Minister for Internal Affairs
	42 Direct New Zealand Police to revise the ways in which they record complaints of criminal conduct to capture systematically hate-motivations for offending	Minister of Police
	43 Ensure a minister is given responsibility and accountability to lead and coordinate the response	Prime Minister
	44 Establish an Implementation Oversight Advisory Group	Lead Coordination Minister



Briefing

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH SOUTH ISLAND COMMUNITIES, FEBRUARY 2021

Date	17/02/2021	Priority	Urgent
Deadline	N/A	Briefing Number	2021NSP/062

Purpose

To provide Ministers with detail on the scheduled engagements with Muslim communities and pan-ethnic/multi-faith communities in Nelson, Ashburton, Christchurch, Dunedin and Invercargill, from 18-21 February 2021.

This is the fourth in a series of planned briefings for the broader national programme of engagement with communities on the Government's response to the RCOI.

Recommendations

1. **Note** the content of this briefing.

<p>Tony Lynch Deputy Chief Executive, National Security, DPMC, and Lead Official for the Government's RCOI Response</p>	<p>Hon Andrew Little Lead Coordinating Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on Christchurch Mosques</p>
<p>...../...../.....</p>	<p>...../...../.....</p>

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH SOUTH ISLAND COMMUNITIES, FEBRUARY 2021	2021NSP/062
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<p>Hon Priyanca Radhakrishnan Minister for Diversity, Inclusion and Ethnic Communities</p>
<p>...../...../.....</p>

Contact for telephone discussion if required:

Name	Position	Telephone		1st contact
Tony Lynch	DCE, National Security Group, DPMC	9(2)(a)	9(2)(a)	✓
Julia Macdonald	Principal Policy Advisor, National Security Policy Directorate, DPMC	9(2)(a)	9(2)(a)	

Minister's office comments:

- Noted
- Seen
- Approved
- Needs change
- Withdrawn
- Not seen by Minister
- Overtaken by events
- Referred to

RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH SOUTH ISLAND COMMUNITIES, FEBRUARY 2021

Purpose

1. To provide Ministers with detail on the scheduled engagements with Muslim communities and pan-ethnic/multi-faith communities in Nelson, Ashburton, Christchurch, Dunedin and Invercargill, from 18-21 February 2021.
2. This is the fourth in a series of planned briefings for the broader national programme of engagement with communities on the Government's response to the RCOI.

Background

3. The nationwide programme of regional engagements with Muslim communities and pan-ethnic/multi-faith communities began in Wellington on Sunday 31 January. These meetings have been followed by engagements in Auckland (7, 13 February), Palmerston North (9-10 February), Hamilton (12-13 February), and Napier (14 February).
4. The programme continues this week with engagements with Muslim communities and pan-ethnic/multi-faith communities in Nelson, Ashburton, Christchurch, Dunedin, and Invercargill.
5. Additional safety measures are being taken to ensure the health and wellbeing of community members in accordance with COVID Level 2 guidelines. The numbers of officials at events has been reduced significantly to ensure that there is sufficient space for social distancing. Hand sanitiser as well as COVID QR codes/manual tracing will be in place in all locations.
6. In Christchurch, Minister Little will meet separately with 9(2)(a) who are active members of the Christchurch Muslim community, as well as representatives from the Muslim Association of Canterbury (MAC). Background information for both meetings is included in Attachment E.
7. The purpose of these engagements remains to:
 - continue to build strong, trusted relationships between these communities and government as the basis for long-term partnerships;
 - listen to reactions around the RCOI report and answer questions;
 - talk to RCOI issues, including the initiatives announced during the immediate response;
 - understand the key priority issues for communities to inform the development of the Government's high-level response and implementation roadmap;
 - invite views on the establishment of the Implementation Oversight Advisory Group and affirm that this group will play an important role in advising Ministers on the development of the RCOI response work programme; and

- discuss how the Government's response will unfold, and how communities can work together with us in shaping its substance.
8. These engagements will be led by Minister Little and Minister Radhakrishnan. MP Ibrahim Omer will also attend alongside local MPs. Officials will be supporting throughout.
 9. We expect that some community members will attend these engagements having read the RCOI report carefully and will be prepared with specific questions.
 10. However many more will have found it challenging to engage with such a large volume of difficult, technocratic, and potentially re-traumatising material. Others may not have had the opportunity to engage with the report at all.
 11. Those who have read the report are likely to be critical, to express disappointment about the perceived lack of government accountability found by the RCOI, and to be cynical about the Government's intentions to make any real changes based on the report's recommendations.
 12. Based on feedback from previous hui and from broader community members we have made continuous adjustments to our planning and preparation for community engagements as well as to the suggested agenda. Additional changes for this next round of engagements includes an additional meeting in Ashburton, as well as close adherence to the Government's COVID guidelines for group meetings to ensure that community members feel safe in attending.
 13. Run sheets and lists of attendees for engagements on 18-21 February are included in Attachment A. A meeting agenda for all engagements is included in Attachment B. Key questions and answers are included in Attachment C. A summary of key themes raised during recent hui is included in Attachment D. Background context for the meetings with Ben Gresham and MAC representatives is included in Attachment E. The principles guiding the Government's response are included in Attachment F.


Thursday 18 February: Nelson Community Engagements

14. On Thursday 18 February community engagements with Nelson-based Muslim communities and pan-ethnic/multi-faith communities will take place at the Beachside Conference and Events Centre.

5:30pm – 7pm All Muslim Communities

15. The first community engagement is with all members of Nelson-based Muslim communities.
16. There is no separate meeting in Nelson for Muslim women or young people. If a request for such a meeting is made, you may wish to offer an opportunity for a women's and/or youth-only zoom meeting in the near future.
17. Key potential attendees include:

9(2)(a), 9(2)(g)(i)



7:30pm – 9:30pm All Pan-ethnic/Multi-faith Communities

18. The second community engagement is for all members of Nelson-based pan-ethnic/multi-faith communities.

Friday 19 February: Ashburton and Christchurch Community Engagements

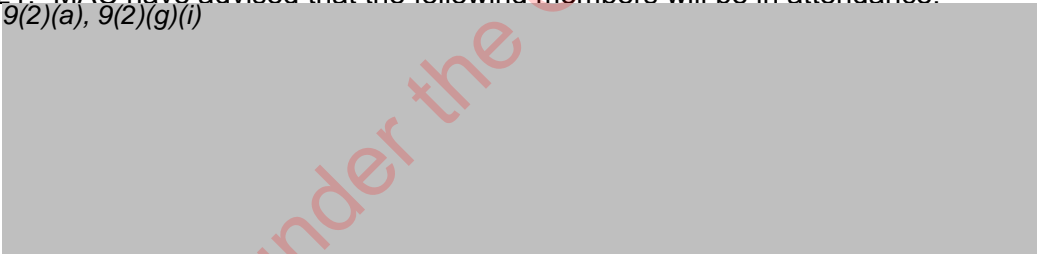
19. On Friday 19 February, Minister Little and his staff will meet privately with a small number of Christchurch Muslim community members. These meetings are followed by a community engagements with Muslim communities in Ashburton, and with all members of pan-ethnic/multi-faith communities in Christchurch. All meetings in Christchurch will take place at the Rydges Hotel, Latimer Square.

9:45am – 10:45am Private Meeting – Muslim Association of Canterbury

20. Minister Little will meet separately with members of the Muslim Association of Canterbury (MAC). Background information for this meeting is included in Attachment E.


21. MAC have advised that the following members will be in attendance:

9(2)(a), 9(2)(g)(i)



22. A small number of officials from OEC and DPMC are available to support this meeting should they be required.

12pm – 12:45pm Private Meeting – Christchurch Muslim community members

23. 9(2)(a), 9(2)(g)(i)
- 

24. A small number of officials from OEC and DPMC are available to support this meeting should they be required.

3:30pm – 4:45pm All Muslim Communities (Ashburton)

25. Minister Little will meet with members of all Muslim communities in Ashburton. This engagement was a late addition to the programme and so we expect that attendance may be lower than at other regional centres. The Timaru Muslim Association has also been notified and its members invited to this engagement.
26. The meeting will take place at the Ashburton Mosque. A small number of OEC and DPMC officials are available to attend in support.

6pm – 8pm All Pan-ethnic/Multi-faith communities (Christchurch)

27. On Friday evening, Ministers will meet with all members of pan-ethnic/multi-faith communities in Christchurch.
28. During a recent workshop co-hosted by OEC and Canterbury Police, pan-ethnic leaders expressed concern about their safety and potential attacks in the future. These safety concerns may be raised at the meeting.
29. Community members may express the view that OEC's mandate should be broadened beyond ethnic communities. They may also raise concerns about the adequacy of support provided to former refugees.
30. Key potential attendees at this event include:
9(2)(a), 9(2)(g)(i)



31. Affected whānau, survivors and witnesses of the March 15 attack may also be in attendance alongside members of the broader Christchurch Muslim community.

Saturday 20 February: Dunedin Community Engagements

32. On Saturday 20 February, there are community engagements with Dunedin Muslim communities and pan-ethnic/multi-faith communities. There are separate meetings for all members of Muslim communities and Muslim women in Al Huda Mosque/Dunedin Islamic

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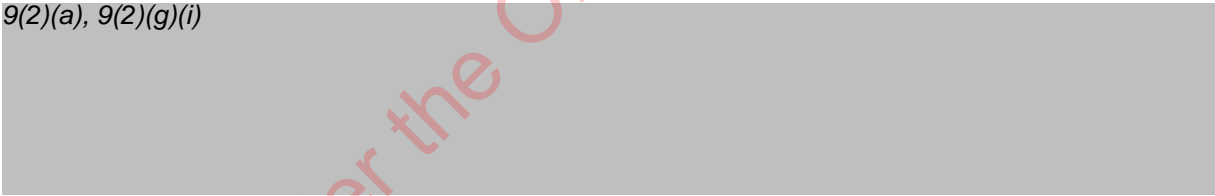
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Centre. The Muslim youth and pan-ethnic/multi-faith meeting will take place at the Edgar Centre (a 10-minute drive from the Mosque).


10:30 – 11:30am All Muslim Communities

33. The first meeting is an open invitation for all members of Muslim communities.
34. At the specific request of the community, this meeting will take place at Al Huda Mosque/Dunedin Islamic Centre. Attendees are asked to observe the following protocols:
- a) wear modest attire;
 - b) for females to wear head scarves;
 - c) to take shoes off at entrance; and
 - d) to sit on the floor, unless chairs are otherwise provided.
35. In addition to the above protocols, OEC have advised that:
- e) the main hall will be segregated by gender;
 - f) Ministers and officials will sit up at the front of the room;
 - g) Mosque leaders have requested that Ministers remain seated and that community members be left to approach them, rather than moving around the room (alternatively, Ministers could move around their gender side of the room);
 - h) a Mosque member will lead prayers and provide a health and safety briefing; and
 - i) that OEC introduce the Ministers to the President of the Mosque before the meeting commences.
36. The majority of members of Dunedin Muslim communities work in the education sector. Potential key attendees include:

9(2)(a), 9(2)(g)(i)



37. 9(2)(a), 9(2)(g)(i)



38. Due to flight schedules, Mele Wendt will not be available to attend this engagement. OEC and DPMC staff will be available to facilitate.

12pm – 1pm Muslim Women

39. The second meeting in Dunedin is an open invitation for all Muslim women.
40. Please note the protocol guidelines in paras 34 and 35.
41. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

42. Due to flight schedules, Mele Wendt will not be available to attend this engagement. OEC and DPMC staff will be available to facilitate.

1:30pm – 2:30pm Muslim Young People

43. The third meeting in Dunedin is for all Muslim Young People and will be held at the Edgar Centre, a 10-minute drive from the Mosque.

44. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

45. Due to flight schedules, Mele Wendt will not be available to attend this engagement. OEC and DPMC staff will be available to facilitate.

4pm – 6pm All Pan-ethnic/Multi-faith Communities

46. The final meeting in Dunedin is with members of all pan-ethnic/multi-faith communities.

47. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)

Sunday 21 February: Invercargill Community Engagements

48. On Sunday 21 February, meetings will take place at the Kelvin Hotel, Invercargill, with all members of Muslim communities and all members of pan-ethnic/multi-faith communities.

8:30am – 10am All Muslim Communities

49. The first meeting is for members of all Muslim communities.

50. There is no separate meeting in Invercargill for Muslim women or young people. If a request for such a meeting is made, you may wish to offer an opportunity for a women's and/or youth-only zoom meeting in the near future.

51. Key potential attendees include:

9(2)(a), 9(2)(g)(i)

10:30am – 12:30pm All Pan-ethnic/Multi-faith Communities

52. The second meeting is with all members of pan-ethnic/multi-faith communities in Invercargill.

53. Key potential attendees at this event include:

9(2)(a), 9(2)(g)(i)



Community safety and support services

54. There will be psychosocial support services available at all hui.

55. Childcare will be available for the women’s hui, and child-friendly activities available for children who attend with family members at all other events.

56. There will be a small police presence to provide security if needed. Interpreting services will be provided by OEC staff on-site, though this is not anticipated to be widely needed.

Attachments:		
Attachment A:	IN-CONFIDENCE	Operational run sheet for 18-21 February
Attachment B:	IN-CONFIDENCE	RCOI community engagement meeting agenda
Attachment C:	IN-CONFIDENCE	Key questions and answers
Attachment D:	IN-CONFIDENCE	Some key themes from regional hui
Attachment E:	IN-CONFIDENCE	9(2)(a), 9(2)(g)(i)
Attachment F:	IN-CONFIDENCE	Principles for the Government’s RCOI response

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ATTACHMENT A

Operational Run Sheets for 18-21 February

Operational run sheet for Nelson hui, Thursday 18 Feb

<p>Thursday 18 February 2021</p> <p>Beachside Conference & Events Centre, 70 Beach Rd, Tahunanui, Nelson</p>
<ul style="list-style-type: none"> • 10.15 am DPMC staff depart Wellington on NZ8307 for Nelson with 11.00 am arrival in Auckland. Travel time to the venue from the airport– maximum 5 -10 minutes.
<ul style="list-style-type: none"> • 4. 45 pm All agency and support staff on site for welcome and briefing – hand out of lanyards to those staff requiring them • Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
<ul style="list-style-type: none"> • 5.00 pm Wayfinding assistance staff in place to greet and direct arrivals to the meeting rooms.
<ul style="list-style-type: none"> • 5.30 – 7.00 pm Muslim all community meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 5.30 pm arrival and refreshments ○ Welcome guests ○ Prayer, Karakia and 1 minute silence ○ Remarks and discussion ○ 7.00 pm meeting concludes
<ul style="list-style-type: none"> • 7.00 – 7.30 pm Pivot to Pan-ethnic/Multi-faith meeting
<ul style="list-style-type: none"> • 7.30 – 9.30 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 7.30 pm arrival and refreshments ○ Welcome guests ○ Karakia and 1 minute silence ○ Remarks and discussion ○ 9.30 pm meeting concludes
<ul style="list-style-type: none"> • 9.30 -10.00 pm DPMC depart venue. Staying overnight in Nelson at 9(2)(g)(i) ahead of 08.10 am departure the following morning to Christchurch on NZ5843.

Members of Parliament attending Pan-ethnic/Multi-faith in addition to Ministers

<p>Ibrahim Omer (Labour) Others TBC</p>

Agency and support staff attendees

<p>DPMC</p> <p>Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response 9(2)(a) - Strategic Coordinator for Counter Terrorism</p>

<p>RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH SOUTH ISLAND COMMUNITIES, FEBRUARY 2021</p>	<p>2021NSP/062</p>
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<p>Manisha Bhikha - Principal Policy Advisor 9(2)(a) [redacted] - Policy Advisor 9(2)(a) [redacted] - Analyst Chris Ford - Project Manager</p>
<p>OEC Anusha Guler - Executive Director Shane Whitfield – Regional Manager, South Island Habib Ullah – Principal Policy Advisor</p>
<p>Human Rights Commission TBC</p>
<p>Psycho-social support 9(2)(a) [redacted]</p>

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Operational run sheet for Christchurch hui, Friday 19 Feb

Friday 19 February 2021
Rydges Latimer Christchurch, Savoy West Room, 30 Latimer Square, Christchurch
<ul style="list-style-type: none"> • 09.05 am DPMC staff arrive from Nelson on NZ5843
<ul style="list-style-type: none"> • 9:45am – 10:45am Ministerial meetings at Rydges Hotel with Muslim Association of Canterbury. • 12 – 12:45pm Ministerial meeting at Rydges Hotel with Christchurch Muslim community member, 9(2)(a)
<ul style="list-style-type: none"> • 2.00-6.00pm Minister and small number of OEC/DPMC staff travel to the Ashburton Muslim Association, 139 Archibald Street, Ashburton. • 3:30-4:45pm Meeting at Ashburton Mosque with Muslim community members
<ul style="list-style-type: none"> • 5.15 pm All agency and support staff on site for pan-ethnic and multi-faith hui for welcome and briefing – hand out of lanyards to those staff requiring them • Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
<ul style="list-style-type: none"> • 5.30 pm Wayfinding assistance staff in place to greet and direct arrivals to the meeting rooms.
<ul style="list-style-type: none"> • 6.00 - 8.00 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 6.00 pm arrival and refreshments ○ Welcome guests ○ Karakia and 1 minute silence ○ Remarks and discussion ○ 8.00 pm meeting concludes
<ul style="list-style-type: none"> • 06.10 pm at latest. Some DPMC staff (Ford and others TBC) depart venue for airport for flight to Dunedin on NZ5759 with 7.15 pm departure. Travel time venue to airport of 20-25 minutes.
<ul style="list-style-type: none"> • 8.00 - 8.30 pm Remaining DPMC staff (Tony Lynch and Julia Macdonald) depart venue. Staying overnight in Christchurch at Rydges Hotel for departure to Dunedin the following morning on NZ5743 at 8.35 am.

Members of Parliament attending in addition to Ministers

<p>Ibrahim Omer (Labour) Matt Doocey (National)</p>
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Agency and support staff attendees

<p>DPMC</p> <p>Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response Julia Macdonald - Principal Policy Advisor Manisha Bhikha - Principal Policy Advisor</p>
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9(2)(a) - Policy Advisor Shane Collins Chris Ford - Project Manager
OEC TBC
Human Rights Commission TBC
Psycho-social support Purapura Whetu (organisation)

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Operational run sheet for Dunedin hui, Saturday 20 Feb

Saturday 20 February 2021

Venue 1: Al Huda Mosque/Dunedin Islamic Centre, 21 Clyde St, Dunedin North

- 9.40 am DPMC staff staying overnight in Christchurch (Tony Lynch and Julia Macdonald) arrive on NZ5743 from Christchurch. Note the estimated 30-40 minute drive from airport to the mosque.
- Other DPMC staff booked overnight in Dunedin at TBC.

- 09.30 am OEC Dunedin staff and Chris Ford and others TBC from DPMC on site.
- 10.15 am All agency and support staff on site for welcome and briefing and liaison with mosque leadership– hand out of lanyards to those staff requiring them.
- Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
- All staff to ensure mosque protocols, as advised by mosque leadership, are followed including modest dress and women having head coverings, footwear removed before entry etc.

- **Mosque protocols**

- Note also the following advice provided by OEC as to specific mosque protocols:
9(2)(ba)(i)



- **Parking:** Parking at the mosque itself is limited but there is roadside parking available in surrounding streets. Agency staff will need to park in the surrounding streets **as will the Crown car after it has dropped the Minister and staff at the mosque.**

- **10.30 – 11.30 am Muslim – all community meeting [Full details in Attachment B]**

- 10.30 am arrival and refreshments
- Welcome guests
- Karakia, prayer and 1 minute silence
- Remarks and discussion
- 11.30 am meeting concludes

- 11.30 am. Pivot to Muslim women's meeting

- **12.00 – 1.00pm Muslim women's meeting [Full details in Attachment B]**

- 12.00 pm arrival and refreshments
- Welcome guests
- Karakia, prayer and 1 minute silence

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<ul style="list-style-type: none">○ Remarks and discussion○ 1.00 pm meeting concludes
<ul style="list-style-type: none">● 12.30 pm at latest. DPMC staff (Ford and others TBC) depart mosque to deploy to Venue 2, Edgar Centre, Metro Direct Lounge, 116 Portsmouth Drive, Dunedin to ensure venue is ready for a 1.30 pm. meeting commencement. Approximately 5-10 minutes' drive between the two venues.
<ul style="list-style-type: none">● 1.00 pm. Remaining DPMC staff depart mosque on conclusion of women's meeting and travel to Venue 2, Edgar Centre, Metro Direct Lounge, 116 Portsmouth Drive, Dunedin. Approximately 5-10 minutes' drive between the two venues.
Venue 2: Edgar Centre, Metro Direct Lounge, 116 Portsmouth Drive, Dunedin
<ul style="list-style-type: none">● 1.15 pm DPMC staff on site and wayfinding assistance is in place
<ul style="list-style-type: none">● 1.30 – 2.30pm Muslim youth meeting [Full details in Attachment B]<ul style="list-style-type: none">○ 1.30 pm Arrival and refreshments○ Welcome guests○ Karakia, prayer and 1 minute silence○ Remarks and discussion○ 2.30 pm meeting concludes
<ul style="list-style-type: none">● 2.30 – 4.00 pm Pivot to pan ethnic/multi faith meeting
<ul style="list-style-type: none">● 4.00 – 6.00 pm Pan-ethnic/Multi-faith meeting [Full details in Attachment B]<ul style="list-style-type: none">○ 4.00 pm Arrival and refreshments○ Welcome guests○ Karakia and 1 minute silence○ Remarks and discussion○ 6.00 pm Meeting concludes
<ul style="list-style-type: none">● 6.00 – 6.30 pm DPMC staff depart by road for Invercargill for meetings there on Sunday 21 February. Accommodation in Invercargill at Bella Vista Motel, 240 Tay Street, Invercargill (TBC), Estimated travel time of 2.5 hours.

Members of Parliament attending in addition to Ministers

Ibrahim Omer (Labour) Ingrid Leary (Labour) Michael Woodhouse (Nationa) – 10:30-11:30am; 4-6pm
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Agency and support staff attendees

DPMC Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response 9(2)(a) - Strategic Coordinator for Counter Terrorism Julia Macdonald - Principal Policy Advisor 9(2)(a) - Analyst
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RCOI RESPONSE MINISTERIAL ENGAGEMENT WITH SOUTH ISLAND COMMUNITIES, FEBRUARY 2021	2021NSP/062
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Shane Collins Chris Ford - Project Manager
OEC TBC
Human Rights Commission Paul Hunt – Chief Human Rights Commissioner (Muslim all community, women, and youth meetings only)
Psycho-social support 9(2)(a) [REDACTED]

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Operational run sheet for Invercargill hui, Sunday 21 February

Sunday 21 February 2021	
Kelvin Hotel, 20 Kelvin Street, Invercargill	
<ul style="list-style-type: none"> • 08.00 am All agency and support staff on site at venue for welcome and briefing and hand out of lanyards to those staff requiring them. Venue is approximately 2-3 minutes' drive from accommodation at 9(2)(g)(i) 	Note: All staff to ensure transparent use of COVID-19 QR codes on arrival at venue.
<ul style="list-style-type: none"> • 08.15 am Wayfinding assistance staff in place to greet and direct arrivals to meeting room. 	
<ul style="list-style-type: none"> • 0830 – 10.00 am Muslim all community meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 08.30 am. Arrival and refreshments ○ Welcome guests ○ Karakia, prayer and 1 minute silence ○ Remarks and discussion ○ 10.00 am Meeting concludes 	
<ul style="list-style-type: none"> • 10.00 – 10.30 am Pivot to Pan-ethnic/Multi-faith meeting 	
<ul style="list-style-type: none"> • 10.30 am – 12.30 pm. Pan-ethnic/Multi-faith meeting [Full details in Attachment B] <ul style="list-style-type: none"> ○ 10.30 am Arrival and refreshments ○ Welcome guests ○ Karakia and 1 minute silence ○ Remarks and discussion ○ 12.30 pm Meeting concludes 	
<ul style="list-style-type: none"> • 12.30 -12.45 DPMC staff depart venue for airport for departure to Wellington on NZ8876 at 1.30 pm. Arrival in Wellington at 3.30 pm. Travel time venue to airport is approximately 5-10 minutes. Need to be at airport by 1.00 pm to meet latest bag drop times. 	

Members of Parliament attending in addition to Ministers

Ibrahim Omer (Labour)
Penny Simmonds (National)

Agency and support staff attendees

DPMC

Tony Lynch - Deputy Chief Executive and Lead Official for RCOI response

9(2)(a) - Strategic Coordinator for Counter Terrorism

Julia Macdonald - Principal Policy Advisor

9(2)(a) - Policy Advisor

9(2)(a) - Analyst

Shane Collins Chris Ford - Project Manager
OEC TBC
Human Rights Commission TBC
Psycho-social support 9(2)(a) [REDACTED]

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ATTACHMENT B

RCOI Community Engagement Meeting Agenda

Item	Topic	Speaker
1	Arrival and refreshments	
2	Welcome by facilitator, Mele Wendt <ul style="list-style-type: none"> • Acknowledge guests and purpose of meeting • Karakia and opening prayer • Signpost support services available • 1 minute silence 	Mele Wendt
3	Opening remarks by Minister Little (see Attachment C) <ul style="list-style-type: none"> • Welcome and acknowledgements • Purpose of today's engagement • Brief review of the RCOI, findings and recommendations • Initiatives undertaken by the Government • Government approach to the response and principles • Next steps (including establishing IOAG) 	Minister Little
4	Opening remarks by Minister Radhakrishnan <ul style="list-style-type: none"> • Invite views on new Ministry for Ethnic Communities • Outline her role as responsible minister for social cohesion 	Minister Radhakrishnan
5	Time for community members to reflect and discuss at tables	
6	Facilitated Q&A based on the following possible key topics: <i>Questions on the Report</i> <ul style="list-style-type: none"> • Invite any questions about the report or its findings/recommendations <i>Discussion of the Government Response</i> <ul style="list-style-type: none"> • Ask community members what they see as priority issues for them and what they would like to work on progressing with government • Invite views on the establishment of the Implementation Oversight Advisory Group • Invite input on community members' preferred mode/means of engagement in progressing this work 	Mele Wendt to emcee Minister Little and Minister Radhakrishnan
7	Concluding remarks by both Ministers	Minister Little and

Item	Topic	Speaker
		Minister Radhakrishnan
8	Break for informal conversation over refreshments	
9	Concluding Karakia and prayer	Mele Wendt and community member

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ATTACHMENT C

Key Questions and Answers

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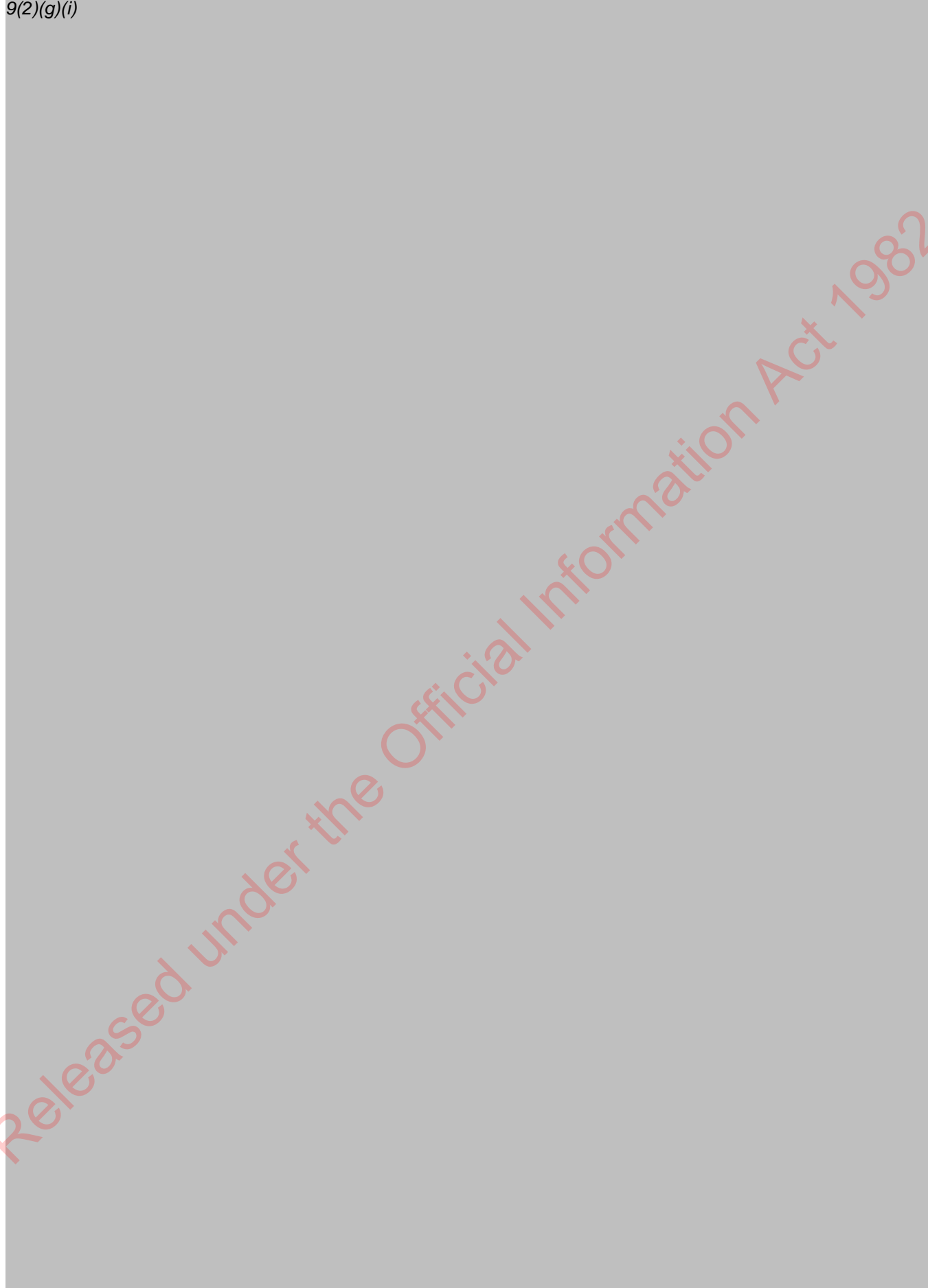
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ATTACHMENT D

Key Themes from Regional Hui

Topic	Details
<i>Ministry of Ethnic Communities</i>	<ul style="list-style-type: none"> - Questions around the roles and powers of the new Ministry - Whether the upgrade will result in real and genuine change - Why the Ministry will be a departmental agency still within DIA (and perceived implications of this) - Concerns around the Minister being outside of Cabinet - Desire for a strong regional presence for the Ministry - Desire for the Ministry to be adequately resourced
<i>Response and Accountability</i>	<ul style="list-style-type: none"> - Concerns over RCOI finding no individual/specific agency at fault - Frustration at previous engagement being perceived to have had little to no beneficial outcomes, and no visibility of what had been done with feedback provided through engagement - The need for clear, measured accountability that is transparent to communities
<i>Social Cohesion</i>	<ul style="list-style-type: none"> - The social cohesion work programme needing to involve all in society in order to bring about societal change, not just Muslim communities - The importance of grounding this work in Treaty principles
<i>Education Sector</i>	<ul style="list-style-type: none"> - Concerns around racism and faith-based bullying and discrimination within schools, and lack of cultural competency among teachers to respond effectively - The large potential to effect positive change through awareness-raising programmes such as education on religion and culture
<i>National Security System</i>	<ul style="list-style-type: none"> - A recurring focus on the RCOI's findings regarding the inappropriate concentration of resources on Islamic extremism and whether/what kind of accountability has been taken for this. Continued mistrust of NZSIS by Muslim communities - Questions around the leadership and cultural competency of the system and its agencies, and if there is a conflict of interest in these agencies leading the response
<i>Hate Speech Reform</i>	<ul style="list-style-type: none"> - Questions around the challenges of implementation and timelines for doing so - Concern as to how this will be balanced against freedom of speech - Need for reforms to be able to address both inter and intra community hate speech (and extremism generally, including the rise of Islamophobic Hindutva ideologies)

IN-CONFIDENCE

<i>Media</i>	<ul style="list-style-type: none"> - Media playing a key role in perpetrating stereotypes and discrimination - The need to address this going forward, with calls for a national conversation or forum - Concerns over Broadcasting Standards Authority's powers to challenge offensive or hateful comments broadcasted (particularly when ethnic language media)
<i>Implementation Oversight Advisory Group</i>	<ul style="list-style-type: none"> - The need for broad representation, resources and compensation, with clearly defined powers that drive transparency and accountability for government - Requests for representation of youth, women, a mixture of existing organisation representation and non-affiliated community members, and a geographic spread - Suggestions have also been made for sub-groups, possibly divided by geography or specific interests/themes
<i>Diversity and Cultural Competency in Government</i>	<ul style="list-style-type: none"> - Continuing lack of cultural competency and ethnic leadership across agencies (leading to bias, discrimination and system failures for ethnic communities) - The need for the Government to support graduates while going further to improve capability and diversity of current workforce (particularly tiers 1-3 of the public service leadership)
<i>Sense of Safety</i>	<ul style="list-style-type: none"> - Persistent feeling of insecurity and inability to live ordinary lives, and the need to see more work done to make communities feel safe. Many members discussed still feeling unsafe visiting their masjid and regularly experiencing racism and hate incidents - Recording of ethnicity data for victims of hate crime is a key priority and the need to share this data publicly - Difficulty raising hate speech and community threats with Police, especially where language barriers exist - Concerns regarding the Government's ability to prevent a further similar terrorist attack from occurring
<i>Gun reform</i>	<ul style="list-style-type: none"> - Appreciation for initial gun reforms by the Government after March 15 - Remaining concern that gun reforms haven't gone far enough, and a desire to understand next steps in gun reform and how police are addressing illegal firearms in communities
<i>Employment and discrimination</i>	<ul style="list-style-type: none"> - Experiences of consistent discrimination in the Muslim community and limited opportunities because of their religious attire and names. Women are particularly impacted by this - Requests for better recognition of both the qualifications and the lived experience of members of ethnic communities to assist with employment discrimination

IN CONFIDENCE

	<ul style="list-style-type: none"> - The private sector also needing to be engaged in reducing discrimination and improving inclusion within employment - Better support required in supporting employees with faith-based needs in the workplace (such as prayer spaces and breaks coinciding with prayer times), and increased flexibility to take important faith-based or cultural holidays
<i>Tangata Whenua / Māori</i>	<ul style="list-style-type: none"> - Questions around how the Government will protect and enable Māori interests when responding to RCOI and how Te Tiriti will be foundational to the response
<i>Supporting Community Engagement</i>	<ul style="list-style-type: none"> - Need for community resources to be able to engage with government, and to feel empowered to do so. Strong desire for collaborative approaches and co-design where appropriate - Requests for government to use, fund and support existing grassroots initiatives and community programmes where they exist, rather than starting again
<i>Mental Health</i>	<ul style="list-style-type: none"> - Ongoing trauma of directly affected and wider communities in response to March 15 terrorist incident. Some effects are only evident in the medium to long term, and there is a need to plan for this required support - Impact of hate incidents, discrimination and bias has ongoing negative effect. Need for specific culturally appropriate mental health support services - Long term continued adverse impact of viewing of the livestream video

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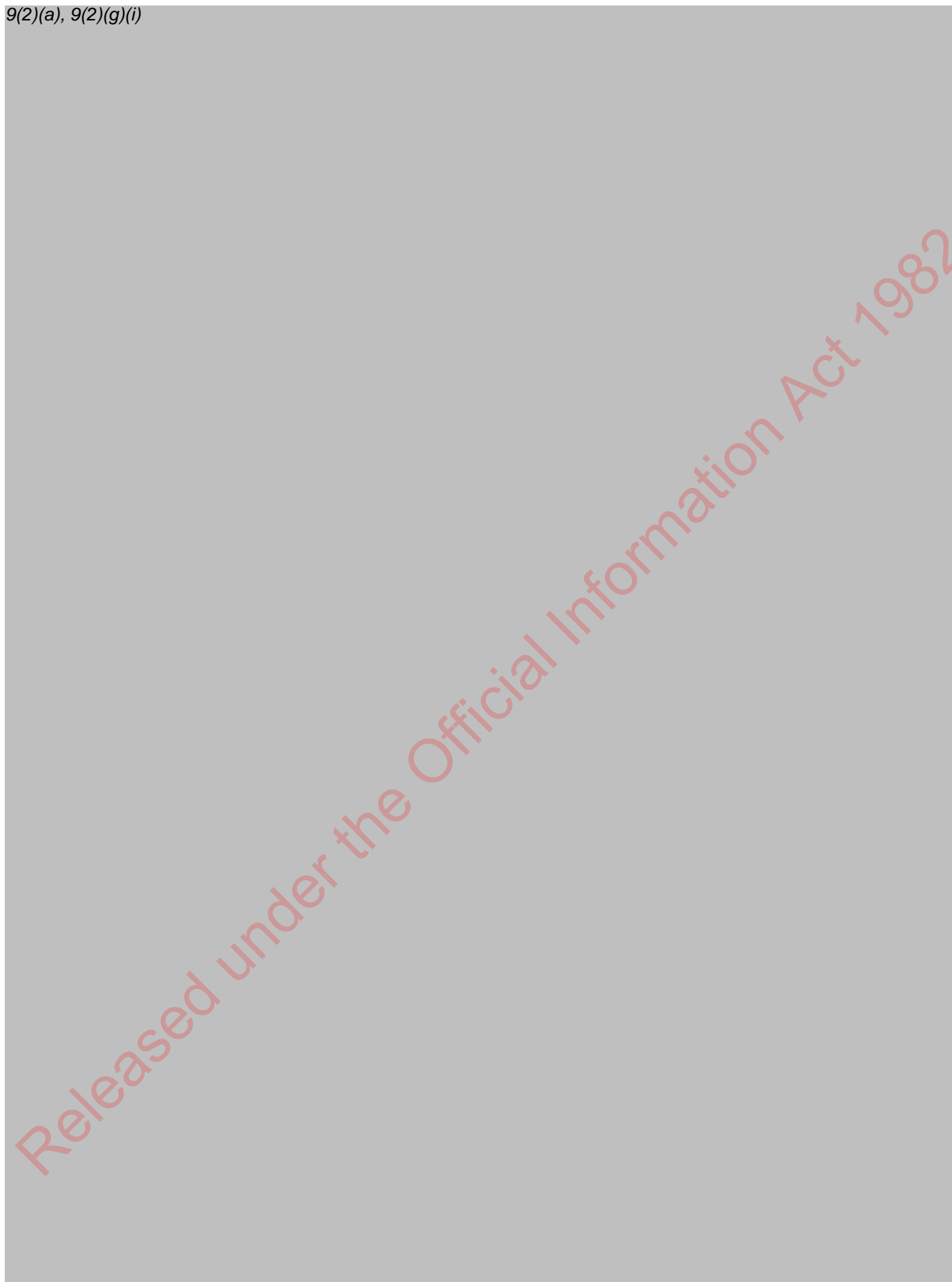
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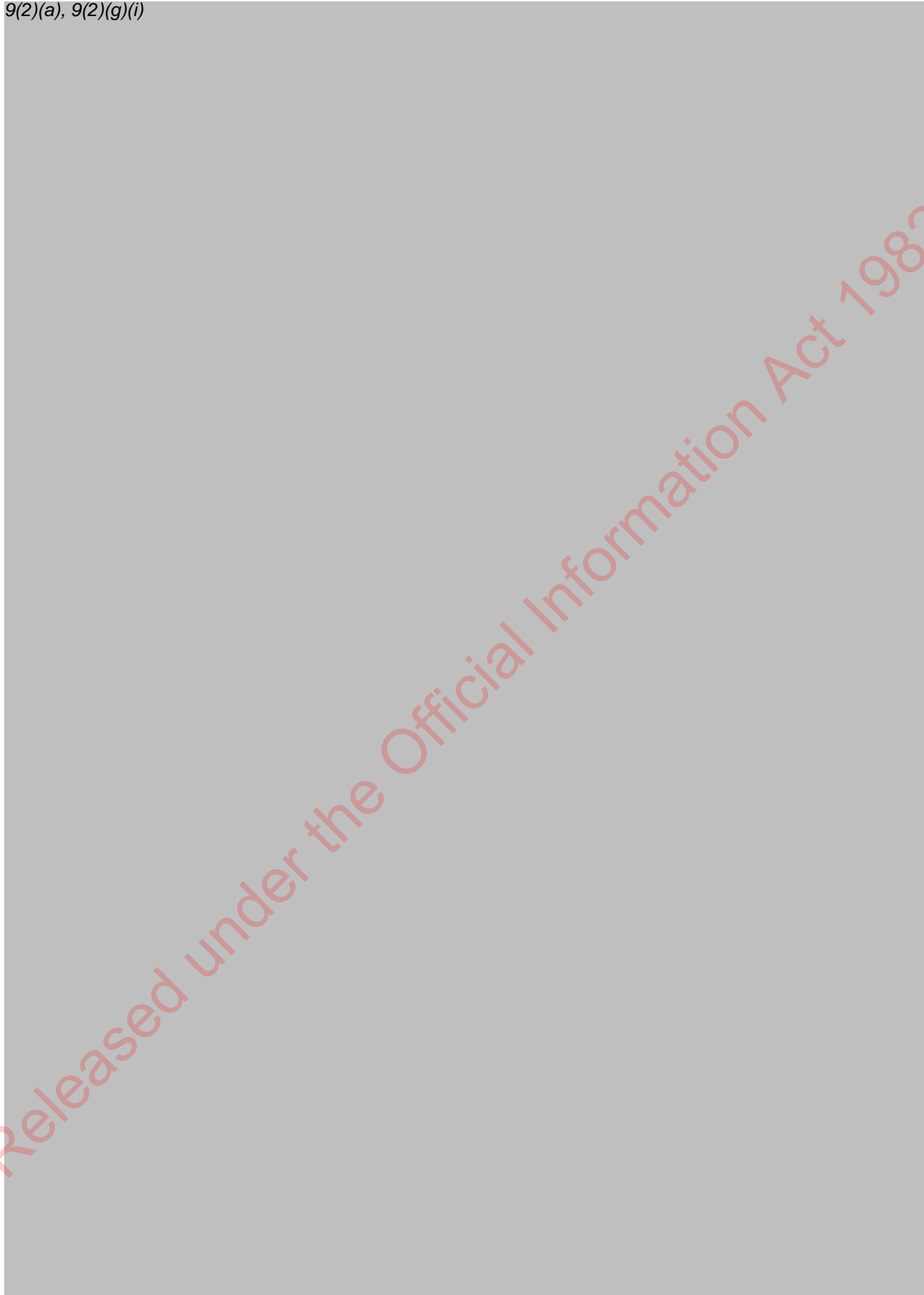


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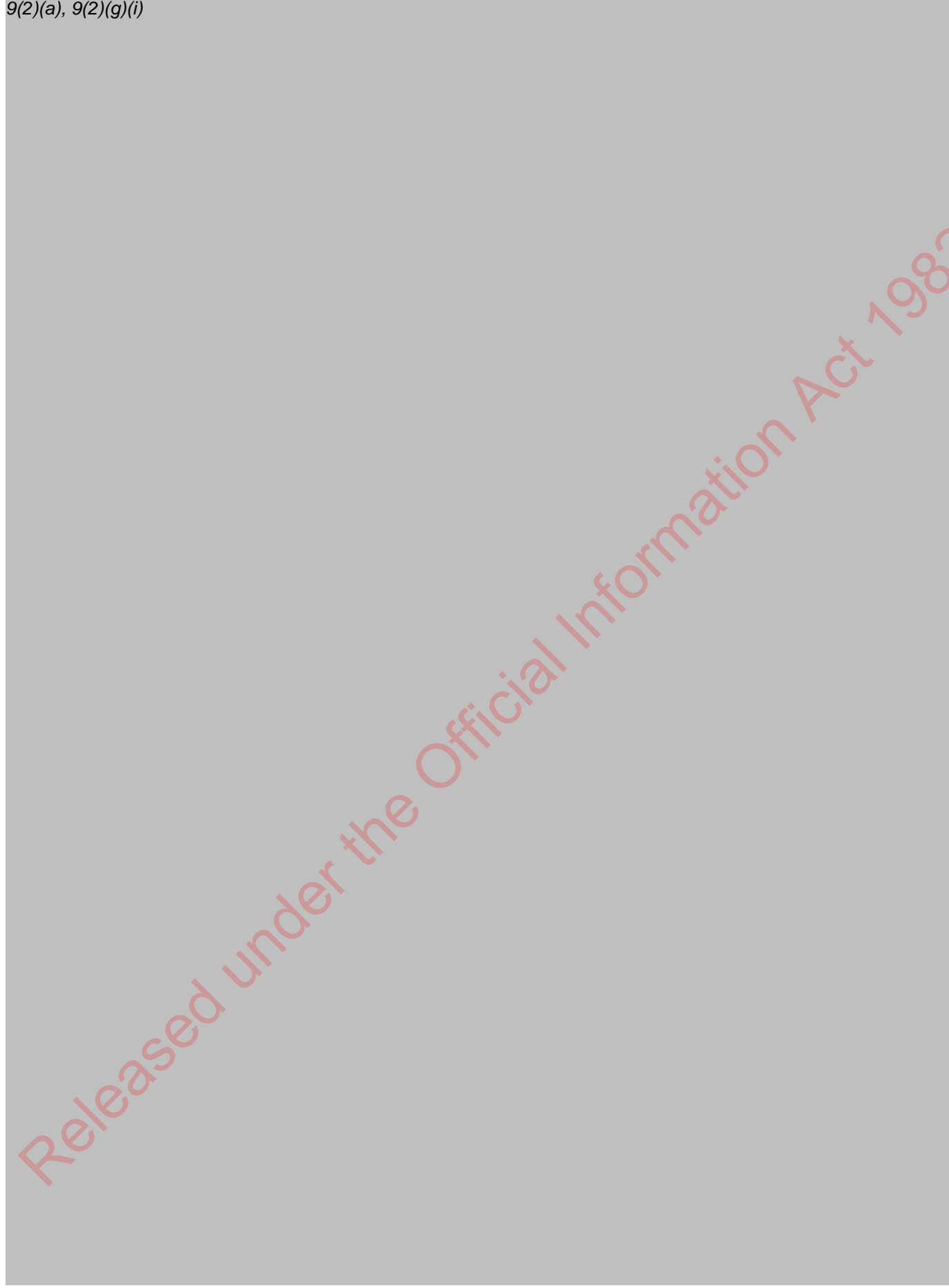
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ATTACHMENT F

Principles for the Government’s Response

The following principles will guide the Government’s response to the Royal Commission of Inquiry into the terrorist attack on Christchurch Mosques:

Our vision is for a diverse, inclusive and safe New Zealand	
What	<ul style="list-style-type: none"> • Te Tiriti o Waitangi and its principles will guide our response
	<ul style="list-style-type: none"> • Survivors and whānau of the attack will be at the centre of our response
	<ul style="list-style-type: none"> • We will strive for safer communities and a New Zealand that’s more inclusive, with equal protections for all
How	<ul style="list-style-type: none"> • We will be accountable and forward-looking
	<ul style="list-style-type: none"> • We will be proactive in reaching out to communities
	<ul style="list-style-type: none"> • We will take practical actions that make a difference to people’s lives

These principles:

- Recognise the sustained impact of the terror attack on communities;
- Present a direction for the response and the future that recognises the need for change;
- Show a genuine commitment to making a visible difference in people’s lives going forward;
- Provide a foundation from which to start the necessary public conversation on national security and social inclusion; and
- Aim to bring our nation together by considering how to achieve our aspirations for a safer, more diverse and inclusive New Zealand.



Response to the Royal Commission of Inquiry: Jan, Feb 2021 – summary hui engagement notes

NB: Issues in bold were raised in multiple hui

Topic	Issues raised
Machinery of government	
Ministry for Ethnic Communities	<ul style="list-style-type: none"> • Questioning on what the purpose of the new Ministry is, and what its roles and powers will be (particularly compared to its current form as an office within DIA). • Key elements for change in the new Ministry include: <ul style="list-style-type: none"> ○ A strong regional presence, with increased resourcing for the regions. ○ Employees reflecting the diversity of New Zealand (including from non-ethnic communities). ○ Ensuring that it is well-resourced so that it is able to cater to community needs. • Some saw no need to change, and commentary that current set up (OEC) is working well for communities. • Questioning on whether the Ministry would lead the social cohesion conversations. • Concern over why the Minister for Diversity, Inclusion and Ethnic Communities sits outside of Cabinet, and the impact that this would have on policy creation. • More clarification needs to be provided on the Ministry's data analysis function. <ul style="list-style-type: none"> ○ Community want to know clearly what the proposed outcomes and goals are being sought from collecting this data.

	<ul style="list-style-type: none"> ○ Questions all centred on which ethnic groups might be focused on when collecting data as there will be different cultural expertise required when conducting this research. ● The community wants to be involved in shaping the design and the work programme of the new Ministry. A desire was expressed for more regional consultation on what the new Ministry should focus on. Suggestions for the new Ministry included: <ul style="list-style-type: none"> ○ Deliberate thought should be given as to how the Ministry engages and supports youth. ○ There should be a strategic programme of work focused on supporting the wellbeing of students. ○ The Ethnic Communities Development Fund is often used for development within communities, rather than to promote relationships between communities. Desire for the Ministry to also have a fund specifically related to social cohesion. ○ The new Ministry should have a programme to support ethnic elders so that they are able to fully contribute to New Zealand society.
<p>National Security System Change</p>	<ul style="list-style-type: none"> ● Whether changes to the NZSIS were being proposed after the RCOI, including whether the NZSIS: <ul style="list-style-type: none"> ○ was increasing its diversity in response to the RCOI ○ was addressing the Islamaphobia within the organisation ● People wanted to understand how the NZIC system works, including greater visibility over why certain communities are targeted. ● Questions around the leadership and cultural competency of the system and its agencies, and if there is a conflict of interest in these agencies leading the response. ● Questions regarding whether the government was/ is vetting its employees to identify extremist views (ie insider threats). ● Concern regarding the NZIC's failure to take white supremacy seriously, and questions as to whether this was ongoing.

	<ul style="list-style-type: none"> • Concern that the NZIC would fail to find terrorists in the future, considering the system failures identified in the Report. There was also a desire to work to strengthen the security services, so that this doesn't happen again. • Concern that the new agency would focus only on counter-terrorism, and the need to ensure that its mandate would be broader. • Noted that continued engagement by National Security sector with academics and thinktanks would be important. • Continued mistrust of the NZSIS by Muslim communities expressed.
<p>Government response to the Royal Commission</p>	
<p>Government response and accountability</p>	<ul style="list-style-type: none"> • Significant concerns about the Report and its findings, including: <ul style="list-style-type: none"> ○ that the Royal Commission found no individual/specific agency at fault; <ul style="list-style-type: none"> ▪ "Where is the explanation (of what this means), and what was the cause." ○ that agencies were not able to prevent the attack; ○ the finding of an "inappropriate concentration on resources on Islamic extremism". This finding was a recurring focus for communities; and ○ questions over why Rebecca K and other agency heads had not been asked to resign. • Community emphasised the need for government follow through and desire to see concrete action taken quickly: <ul style="list-style-type: none"> ○ Community expressed concern that it would take two years for some recommendations to be implemented, and that this was responsive enough. ○ Questions regarding the timelines and the recommendations, and how the government would engage community. ○ Desire to see implementation of recommendations at a local level.

	<ul style="list-style-type: none"> • Government agencies need to be held accountable for the resources they use. <ul style="list-style-type: none"> ○ This was noted particularly regarding findings on “inappropriate concentration of resources” (see above). • Concern regarding the systemic and ongoing failure of the NZIC to hear concerns over the community. A sense of disappointment was conveyed that the community felt that it had been ignored by the NZIC, and that this had led to the failings identified in the Report: <ul style="list-style-type: none"> ○ “We are always being told we [government] are thinking about it... You have had six years to think about it...if you haven’t got it by now, its time to move on” (reference here was to Public Service leadership) • Failure of government to provide adequate support to victims and whānau in the aftermath of the attack: <ul style="list-style-type: none"> ○ “New Zealand seemed psychologically unprepared for the attack.” • A complaint over the Sealing Orders regarding evidence, and how these hindered the ability of individuals to verify the intent behind the attack. • Noted that trust in government had been eroded since the attack.
<p>Implementation Oversight Advisory Group</p>	<ul style="list-style-type: none"> • The importance of establishing this group was emphasised. The process of selecting who sits on it will be critical, and there is community-wide interest in ensuring the make-up of this group is correct. <ul style="list-style-type: none"> ○ Comment that it was “always the same voices that were heard on these groups” and a request to consider the un-heard or less heard voices. ○ Needing to include a wide range of people in the Group emphasised. • This group needs to be well-resourced. • This group needs to be compensated. • Women need to be represented in this group. • Youth need to be represented in this group.

IN CONFIDENCE

	<ul style="list-style-type: none">• There needs to be an understanding of what is happening on the ground.• There should be subcommittees of the group, based on region/ interest/ issue.
Ongoing community engagement and accessibility in response to the Report	<ul style="list-style-type: none">• Regarding the translation of summaries:<ul style="list-style-type: none">○ Gratitude for the Government’s translations so far;○ Concern over the quality of the Arabic translation of the summary of the report;○ Request for further information to be translated where possible.• Knowledge of the resources available and the corresponding machinery of government needs to be better conveyed to communities.• Emphasis should be placed on using grassroots connections and approaches to connect communities.• Use existing groups and initiatives rather than consistently reinventing the wheel.• The Prime Ministers messaging was noted as an important symbol.
Community’s expectations regarding further engagement	<ul style="list-style-type: none">• These issues require engagement of all New Zealanders (not just Muslim communities):<ul style="list-style-type: none">○ All ethnicities (particularly Pākehā) should be discussing these issues together.○ Need to involve other ethnic communities as well, as this was not just an attack on the Muslim faith but also refugees/general racism.• Need to reach a broader group of community members:<ul style="list-style-type: none">○ Questions regarding the role of the private sector is, and whether the government would be using the private sector’s knowledge;○ Noted that the ongoing participation and representation of women and youth important;○ Questions on how/when/where Māori and Pacifica would also be heard in this process;○ Need to involve other minority groups within communities and make sure the environment is one in which they are comfortable raising issues.

	<ul style="list-style-type: none">• Gratitude for the government’s approach to engagement, including specific engagement meetings being taken in the region:<ul style="list-style-type: none">○ “First time I have felt like I actually belong”○ “Engagement at the beginning has given us hope”• Need for broader and more consistent engagement with Muslim women.• Desire to see greater acknowledgement by Government regarding the differences within the Muslim community itself.• Concern regarding how Māori as tangata whenua and partners in Te Tiriti are being engaged.• Questions around how the Government will protect and enable Māori interests when responding to RCOI and how Te Tiriti will be foundational to the response• There needs to be transparency of outcomes from these hui, including what the government intends to do next following consultation:<ul style="list-style-type: none">○ References to consultation fatigue○ The need to empower and inform communities emphasised.○ There is a need for better communication between agencies engaging the same communities. Particular reference drawn to NZSIS and Police, who often have converse with community but are unaligned (which causes confusion and frustration for communities).• Engagement should continue to specifically support the involvement of youth and smaller, regional communities.• Communication is often limited to community leaders, rather than community members.
Community expectations in reaching out to community	<ul style="list-style-type: none">• Significant support for the Ministers’ presence in the regions, and for the government coming to the regions to talk to people in their hometowns. Highlighted that this should happen more often.

	<ul style="list-style-type: none"> • Use social media for broader reach regarding community engagement and promotion of the Report (eg, Facebook and WhatsApp). • Translations/interpreters for other languages should always be offered. • Communication of the Report itself had been poor, and there had been a lack of promotion of the translated summaries of the Report. • Fact sheets and other information provided at hui should be provided in advance to allow attendees enough time to read and digest the information.
<p>Ongoing resourcing of community</p>	
<p>Resourcing community</p>	<ul style="list-style-type: none"> • Need for community resources to enable communities to be able to engage with Government, and feel empowered to do so. • Emphasis should be placed on government funding, supporting and using existing community programmes where they exist, rather than starting again. • Strong desire for collaborative approaches and co-design where appropriate. • Emphasis should be placed on using grassroots connections and approaches to connect communities. <ul style="list-style-type: none"> ○ Community members are often wary of going to government for help. It is important that there is a regional presence so relationships and trust can develop to build this comfort. • Government needs to do more work to engage and work with local government. <ul style="list-style-type: none"> ○ Conversation around local government multicultural strategies, and a request for these to be applied across various district councils. ○ Disappointing that there was no specific ROCI Recommendation regarding local government. • Desire to see more government funded programmes for these issues in rural areas. • Lack of support for/ provision of for culturally appropriate mental health and addiction services.

	<ul style="list-style-type: none"> • Need for culturally appropriate community funding: <ul style="list-style-type: none"> ○ Example given was that a lot of available community funds are derived from Lotto or from principal interest, and therefore cannot be used by Muslim community groups.) • Need for services (such as English language teaching) to be grounded in faith-based learnings, and be offered in home (so women are more able to access). • Noted that there is a need to ensure that service delivery for essential services can be faith-appropriate (burial services, education services and the like). • Noted that often cultural support is focused on new migrants/refugees. <ul style="list-style-type: none"> ○ This support should focus more on mental support, rather than just housing, education and health. • There needs to be an amnesty period where members of ethnic communities can update their official documents (passports, birth certificates) free of charge. <ul style="list-style-type: none"> ○ Currently many of these are inaccurate however community live with these errors rather than address them. • Some of the Shuhadah have incorrect names on their gravestones. This should be corrected. • Significant differences in the level of support provided by the Ministry of Social Development are being experienced by members of the same community. • Community support services, such as Plunket, need greater translation and interpreter support. <ul style="list-style-type: none"> ○ To address this, career pathways to becoming an interpreter need to be made easier and more attractive.
<p>Diversity within the public service</p>	
<p>Diversity and cultural competency in agencies</p>	<ul style="list-style-type: none"> • Overall there is a lack of cultural competency within government agencies. <ul style="list-style-type: none"> ○ There are not enough people in tier 1-3 roles in the public service to demonstrate that such positions are attainable for ethnically diverse communities.

- Ethnic communities currently lack the competency to be leading decision making/ policy change.
- **Questions regarding how Cabinet and advice given to Cabinet is informed by people within ethnic communities (when advice being handed up is about ethnic communities).**
 - How the government involves people from backgrounds of faith/ different cultures in policy writing and implementation processes.
- Questions regarding the why the language around changing the diversity within the public service was softer (ie, encourage, not direct, public service leads to diversify their workforce).
- Questioned the value of doing online modules (for public servants), and that it was much better for training to be held face to face.
- Health sector:
 - **Discrimination within the health sector, and communities feeling unable to raise issues or discrimination experienced**
 - Noted that the burden of proof to establishing discrimination or racism within the health sector fell to those who experienced it, and that this made raising issues challenging.
- Immigration:
 - Concern over Immigration NZ policies, specifically regarding culturally arranged marriages and failure to acknowledge cultural practices within visa applications.
 - Concern raised by community member of inability for whanau of those on temporary visas within New Zealand (ie student visas) being unable to be reunited with their family, due to border closures and lack of NZ citizenship.
 - Concern expressed regarding the Government making vetting decisions/ immigration decisions based on places where people have lived, as it perpetuates stereotypes based on countries of residence.

IN CONFIDENCE

	<ul style="list-style-type: none">○ It is unfair that certain categories of peoples have received immigration support after the attack while those who were not present/witnesses etc. have not received this.
Graduate programme (programme within Ministry of Ethnic Communities)	<ul style="list-style-type: none">• The graduate programme should not be assumed to be widely by Muslim youth, and was seen by some as a disingenuous step to support diverse youth into the public service.• It is not enough to develop a graduate programme if the graduates go into a space where they are not comfortable or cannot excel.<ul style="list-style-type: none">○ It is not enough to just place diverse people into roles. There needs to be an environment where they are comfortable with expressing their identity and this is valued.
Safety concerns of community	
Safety in communities	<ul style="list-style-type: none">• Communities currently do not feel safe to live their lives.• Many members of the Muslim community discussed feeling unsafe visiting their masjid, and regularly experiencing racism and hate incidents.• Concern over domestic violence of all types, including persisting financial abuse.<ul style="list-style-type: none">○ Concern expressed over migrant women who are unable to access help, or may be isolated if they seek help from their families○ Concern expressed for Muslim women who experience abuse, and are unable to seek appropriate help.• Concern expressed for women who live in isolated societies, including whether the front-line Police in such societies were biased and prejudiced against women.• Muslim women are afraid to leave the house, and expressed a desire to wear a hijab without fear.<ul style="list-style-type: none">○ Concern in particular expressed for women who wear hijab “sisters are struggling.”• Communities worried about the presence of Right Wing activist groups in their midst, seeking assurance that steps were being taken by authorities.

IN CONFIDENCE

	<ul style="list-style-type: none">• Concern that the NZIC would fail to find terrorists in the future, considering the system failures identified in the Report.• Community members receiving threats (text threats, and online violence) and concern that the Police were not doing enough to address this.• Terrorism legislation, including whether the right to detain individuals without charges exists in New Zealand.• Concern around the ease with which the terrorist was able to emigrate to New Zealand (and the perceived unfairness that he did not have to comply with vetting obligations imposed on those who come from other countries outside of Australia).• Specific hotlines should be placed in higher-risk buildings (such as mosques, schools) which would enable emergency services to be contacted sooner should an attack occur.
Gun reform	<ul style="list-style-type: none">• Many expressed gratitude for the government’s initial response in banning automatic weapons, and for how quickly this was done following March 15.• Concern that gun reform:<ul style="list-style-type: none">○ Had not gone far enough;○ Was not capturing all those who weren’t honest with authorities; and○ Wasn’t capturing those who were ordering guns online.• Questions around changes to firearm licencing rules, including whether the law was being changed to make it harder to gain a gun.• A desire to understand how the Police are addressing illegal firearms in communities.• Community concern that Police were not adequately prepared when responding to issues involving guns.• Suggestion that to obtain a firearms license there should be a minimum of 5 referees. These referees should be held personally accountable for the actions of the license holder.

Policing	
Service delivery	<ul style="list-style-type: none"> • Concerns over language barriers when utilising emergency services (such as phoning 111). • Concerns over language barriers when reporting hate speech and community threats to Police. • Online threats need to be taken seriously. Concern that Police do not currently take sufficient action when such threats are reported. • Community members receiving threats (text threats, and online violence) and concern that the Police were not doing enough to address this. • Community concern that Police were not adequately prepared when responding to issues involving guns. • Police checks on lay people who move within New Zealand should be mandatory. • Anecdotal stories of Police conduct that was discriminatory.
Responsiveness of Police	<ul style="list-style-type: none"> • Community members receiving threats (text threats, and online violence) and concern that the Police were not doing enough to address this. • Multiple people expressed concern that when the Police were provided with information, there was no response from Police, and they were never told what happened with their information (or to the person who was reported). • Concern around the reaction time of the Police during the terrorist attack, in that it took the Police too long to respond to the attack, and that this caused unnecessary loss of life.
Hate speech	
Experiences with hate speech/ hate incidents within New Zealand	<ul style="list-style-type: none"> • Anecdotal stories of experiencing racism/ hate speech/ hate incidents within New Zealand. • Use of social media to spread hate speech, and the difficulties in reporting such content to the social media/ tech giants.

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	<ul style="list-style-type: none">○ Overseas comments have a real impact on domestic communities.● Jewish community noted that they had been dealing with these issues for some time, and that they still felt the need to protect themselves.● Community noted that there was hesitancy when reporting hate speech to Police, and wanted to know whether there were plans to make this easier for community.
Responding to hate speech/ hate incidents within New Zealand	<ul style="list-style-type: none">● Human Rights Commission’s mediation services are not helpful as it is voluntary, and those perpetrating harmful speech are unlikely to engaged. Multiple people suggested that the HRC needs more teeth.● Many overseas countries have a watchdog specifically related to hate speech and crimes. While acknowledging the Human Rights Commission does perform a lighter version of this role currently in New Zealand, a question was raised if the Government would increase their capacity and function to a similar level of overseas equivalents.● Police need to collect ethnicity data for victims to enable a centralised picture of hate crimes etc to be built.● Suggestion that work needs to be undertaken to empower the public to make more informed decisions regarding whether to report an incident (inference here to racially motivated incidents), or to “handle” something themselves.
Legislative reform	<ul style="list-style-type: none">● Questions around the challenges of implementation.● Questions around the timelines of implementation and change.● Emphasis that changes to hate speech legislation and further legislative reform in this area will be critical, as the community is still experiencing regular incidents of hate speech.● Hate speech reform needs to include the intent in legislation:<ul style="list-style-type: none">○ Muslims want to be involved in development of the legislation○ Noted that hatred is inter-generational, and steps should be taken to address this in legislation● Questions about how objectionable material will be defined in light of RCOI recommendation 41

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	<ul style="list-style-type: none">• Whether the legislative reform would be passed under urgency, and whether communities would have the opportunity to participate/ submit on the Bill• Noted that deciding where the line between free speech and hate is would be difficult. Concern expressed about how hate speech will be balanced against freedom of speech.• Noted the need to also clarify the consequences of hate speech, and what the accountability measures are.• Current legislation does not protect faith from hate speech.
Intra-ethnic violence/ hate speech	<ul style="list-style-type: none">• Whether hate speech laws will monitor what is said within churches and mosques (reference to violence and discrimination within communities).• Concern over intra-ethnic violence within communities (reference here to the rise of Islamaphobic Hinduthva ideologies).• Need for hate speech reforms to be able to address both inter and intra community hate speech (and extremism generally)
Social cohesion	
Social environment change	<ul style="list-style-type: none">• Social Cohesion is important, but difficult to define, and then changing attitudes around can be harder.<ul style="list-style-type: none">○ Social cohesion is a long-term, difficult, structural issue.○ Institutions / structures / frameworks only take us so far. Leaders need to show the way with behaviour and shaping culture.• Concern around a lack of support within New Zealanders for multiculturalism:<ul style="list-style-type: none">○ Request for greater promotion and education on multiculturalism within New Zealand.• Concern around the “othering” of those who practice Islam:

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	<ul style="list-style-type: none">○ 'If you are going to open the borders to Muslims, you need to ensure that New Zealand is accepting of Islamic faith.'○ Noted that Muslims also need to adapt to New Zealand culture and values.• Drop-in living standards playing a contributing factor to eroding social cohesion.• Questions regarding:<ul style="list-style-type: none">○ how the government intends to bring people together;○ around what an ethnically cohesive New Zealand would look like;○ regarding the language shift from bicultural, to multicultural to social cohesion, and whether this meant anything different in practice.• Need to ensure that the government's response protects the right to be free from religion.• Need to continue to celebrate diversity in all forms.• Hatred is multi-generational, and a prolonged exposure to such views fuels extremist intent.• Social vulnerability also needs to be considered within social change, as currently it contributes to a level of fear and social anxiety to interact with the general community. Specific vulnerabilities include:<ul style="list-style-type: none">○ Being minority community members within already small communities like Ashburton (and the preference of certain groups to immigrate to larger cities because of feelings of isolation).○ Low rates of education (and limited opportunities to learn English in smaller communities).○ Employment discrimination.• Economic marginalisation of ethnic communities will undermine work on social cohesion if not addressed specifically.<ul style="list-style-type: none">○ Ethnic communities often have a disproportionate amount of casualised workers and are manipulated into working as 'independent contractors'. More should be done to protect these communities.
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	<ul style="list-style-type: none">○ Ethnic communities are also vulnerable to debt traps, and this cycle needs to be broken.● Specific thought should also be given to ethnic youth who struggle to find employment after study, and the impact this has on their mental health.
Ethnicity data	<ul style="list-style-type: none">● Concern regarding the currency of demographic data, and a request for better ethnicity statistics to be collected. Noted that when the government gets the demographic make-up of communities wrong it “isolates communities” (implied here that it meant services weren’t funded appropriately based on community needs).● Data about ethnic communities (including collection of and questions regarding people’s ethnicities) needs to be collected more thoughtfully, as often where people are born does not necessarily correlate with their ethnicity.● Police need to collect ethnicity data for victims to enable a centralised picture of hate crimes etc to be built.
Education	
Concerns with education sector	<ul style="list-style-type: none">● The education sector currently plays a role in existing structural racism and the ability to effect change:<ul style="list-style-type: none">○ Anecdotal stories of teachers engaging in racist behaviour.○ Anecdotal stories of intolerance of difference/ racism within communities by teachers/ principals/ schools (teachers being unforgiving regarding school dress codes, not providing a space for children to pray, being discriminatory, seating students from ethnic backgrounds together).○ Education system needs to be for everyone, and a desire to see this reflected in school curriculums.○ Limited ethnic diversity in teacher workforce, and anecdotal stories of the difficulty diverse teachers have in securing employment following graduation.○ There needs to be clear rules and guidance in the education space to support cultural competency.○ The new Ministry of Ethnic Communities needs to play a stronger role in this area.

	<ul style="list-style-type: none"> • Schools have little to no understanding of different cultures and religions, and that this contributed to ignorance and racism within schools. <ul style="list-style-type: none"> ○ There should be compulsory religious and cultural education in all schools. ○ Teachers need to promote awareness of multiculturalism. • Concern regarding safety in schools, including over the communication of threats to schools. • Question around the early childhood education trial recommended to be funded referenced in the Report, and how this trial had gone. • A desire to see reform start with, and focus on, the children. Many noted that it is ok at primary school, but gets quite a lot worse at high school, and focus needs to be on children at an early stage.
<p>Suggested change to education sector</p>	<ul style="list-style-type: none"> • Opportunities to better use education system to both educate and empower. <ul style="list-style-type: none"> ○ Education on both cultures and religions can be used to increase understanding and tolerance (this is not to be confused with religious education). This should be included in all school curriculum. Many suggested that it should be compulsory. ○ Desire by the community for education on Muslim dress and Muslim values. In particular, suggestion that there should be specific education on the role of a hijab. ○ Using school visits to places of worship or other culturally relevant places to support understanding of diversity. Suggestion that this should be facilitated through OEC. ○ Muslims want to be in control over what is taught about their faith in schools (and what to be involved in any cultural/ faith education given). Comment that it was not about government providing resources, but giving the place, and space, for Islam (and those who practice faiths) to go into schools.
<p>Media</p>	
<p>Concerns with media</p>	<ul style="list-style-type: none"> • Media need to acknowledge the role and responsibility they have, and the harm of their previous reporting:

- For example, there is a difference between the way that Islamic extremism and right-wing extremism is dealt with by the media (implied that Islamic extremism is condemned, but right-wing threats are not).
- **Media are responsible for how they represent Muslims and other ethnic communities, and need to be held to account when they portray inaccuracies.**
- **Suggestion that the government should be assisting in holding the media to account.**
- **Suggestion that there be a nation-wide hui on media portrayal of ethnic communities (particularly Muslim communities).**
- **Some expressed concern that there were too few portrayals of peaceful Islam within New Zealand media; or Muslims experiencing persecution overseas; or of issues that are of importance to Muslim communities.**
- **Media have a role in shaping public discourse and this is currently not balanced.**
 - **Lack of coverage by New Zealand media of Muslims overseas a concern.**
 - Media are biased and perpetuate discriminatory myths and stereotypes about Muslims and those practicing Islam.
 - **Many noted that imagery is critical for social acceptance, and expressed a desire for diverse faces on screens and televisions.**
- **Concern over the role of social media in spreading fake news, conspiracy theories, inaccurate information, and the impact that this was having on communities.**
- **Link to hate speech recommendations, particularly on social media.**
- Concerns over Broadcasting Standards Authority's powers to challenge offensive or hateful comments broadcasted (particularly when ethnic language media)

Employment

<p>Difficulty in securing employment</p>	<ul style="list-style-type: none"> • There is need for more comprehensive work to target employment discrimination and improve job opportunities for Muslim communities. <ul style="list-style-type: none"> ○ There should be specific work that looks to empower ethnic women in the workplace (Ministry for women doesn't currently focus on ethnic women). ○ There is a need to support the development of more ethnic community members into leadership positions. ○ Muslim women who wear a hijab face particular difficulty in securing employment. • Applications are screened for foreign sounding names, which contributes to problems securing employment. • Often ethnic community employees struggle to receive appropriate recognition of their skills or trust to do jobs they are qualified in. • There needs to be better recognition of lived experience by members of ethnic communities, and that this should be considered equal to qualifications. • Muslim youth struggle to get employment in regional centres due to a lack of diversity within workplaces, and leave to seek opportunities elsewhere (reference to Australia). • Recognition and commitment is needed from the private sector in supporting this area.
<p>Discrimination within employment</p>	<ul style="list-style-type: none"> • Community members discussed discrimination within employment, including struggling to find a place to pray during the day, or difficulty securing time off work to celebrate culturally significant events. <ul style="list-style-type: none"> ○ Suggestion that there should be mandatory requirements for private sector employers to provide spaces for prayer, and time off work to recognise cultural commitments (such as specific break times for prayer). • Questions around the fact that New Zealand's holiday calendar is Christian, and difficulties those from ethnic backgrounds experience in using the Holidays Act to switch public holidays to other faith-based holidays (ie specific dates within Ramadan)

	<ul style="list-style-type: none">• It is not enough to just place diverse people into roles. There needs to be an environment where they are comfortable with expressing their identity and this is valued.<ul style="list-style-type: none">○ This also needs to be considered when reflecting on the Government graduate programme.• Discrimination and power imbalances in workplaces must be actively addressed<ul style="list-style-type: none">○ Power imbalances related to maintaining your visa often can led to bullying and being overworked.○ Unions cannot adequately address this challenge.
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