

# Ethnic Communities

## HIGHLIGHTS

### Labour will:

- Deliver a package of initiatives to create safer communities
- Run a voluntary trial civic engagement course for new and recent migrants to support engagement in community and public life
- With the state sector, establish a two year trial programme to create more equitable opportunities for migrants to advance into senior positions including structured mentoring, pro-active promotion of opportunities to multicultural communities, and a 'blind' job application process for senior positions

## Introduction

New Zealand is a diverse and tolerant country. Our ethnic diversity is a source of strength, bringing new insights, skills, and opportunities to our society.

Ethnic communities in New Zealand also strengthen our connections with the international community, helping us to build stronger diplomatic and economic relationships with other nations.

To fully harness all of these benefits, we need to provide a supportive environment for New Zealand's ethnic communities to settle and prosper. Every person should be able to reach their full potential in life, while retaining a connection to their heritage, culture, and language.

We recognise in particular that ethnic communities in New Zealand seek opportunities to live in safe communities, to succeed and contribute back to New Zealand, to be treated fairly and on their merits, and to build lives in a respectful and tolerant community.

## Safe Communities

For people in any community to be successful and happy, it is a pre-requisite that they should feel safe. Labour believes that every person has a right to feel safe whether in their home, on the street, or at work. In recent years however, ethnic communities in New Zealand have become increasingly concerned about crime, particularly the increase in robberies and violent attacks on small shops such as dairies and liquor stores.

Labour believes that we need smart, integrated policies that make crime less likely to occur in the first place. When people have good jobs, access to education, and some hope, it is less likely they will engage in criminal behaviour. Police need to be well resourced at the community level to deter and solve crime, and where crime does occur victims need to be much better supported by government agencies.

### Labour will

- Deliver 1000 new frontline community based police officers to work at the community level, deterring and solving crime
- Deal with the root causes of crime, providing jobs, education, and hope for young people so that they become productive members of society
- Establish a unit of twelve *Victims of Crime Advocates* who will be empowered to co-ordinate government agencies to provide swift and co-ordinated support to victims.
- Provide financial support to Community Patrols NZ to deliver twenty new patrol cars each year for three years, and twelve paid volunteer co-ordinators to increase the reach of community patrols on local streets
- Work with police and the Ministry of Justice to provide guidelines to small business owners about their rights when confronted by offenders.

### Cost:

- Victims of Crime Advocates: \$1.2million opex per year ongoing
- Community Patrol support: \$500,000 capex grant per year for three years for vehicles plus \$960,000 opex per year ongoing for volunteer support

## Opportunities to succeed and contribute

We want a community where every individual and family can achieve what they are capable of, make a good life for themselves, and contribute back to New Zealand. Our ethnic communities are bristling with talent, energy, drive, and skills. Giving people opportunities to succeed is not good only for the people involved, but is of huge benefit to New Zealand.

Labour's approach is to provide support and services that allow ethnic communities in New Zealand to settle well, apply their skills and experience to the benefit of New Zealand, and to actively work with established Ethnic Communities to utilise their connections and networks to advance New Zealand's interests.

### Labour will:

- Act on the Auditor General's 2016 recommendations to improve re-settlement support for new migrants across government agencies
- Actively work with existing Ethnic Communities to build relationships with important diplomatic and trading partners
- Run a voluntary trial civic engagement course for new and recent migrants to support their participation in New Zealand's civic life and access to community services.

### Cost:

- Voluntary trial civic engagement course: \$1 million for one year

## Treating people fairly

New Zealand is one of the most tolerant and welcoming countries in the world. That is something to be proud of, but sometimes ethnic communities come up against barriers and assumptions that prevent them from getting the 'fair go' that we pride ourselves on in this country.

Often these barriers exist, not as outright hostility, but in assumptions and institutional practices. Labour will work to ensure that people are treated fairly, and judged on their ability to contribute rather than their country of origin. We will focus in particular in the role that government can play in providing opportunities and role-modelling fair practice.

### Labour will:

- Run positive programmes in the public sector to ensure that people are treated fairly regardless of their background
- Conduct a high level review of the reasons why highly qualified migrants are often not able to get jobs in their fields of expertise and develop policy initiatives to remove barriers
- Within the public service run a two year pilot scheme to ensure that there are equitable opportunities for diverse communities to advance to senior positions, including:
  - Structured mentoring for public servants from ethnic communities who want to develop their careers,
  - The development of a programme that pro-actively encourages diverse communities to apply for senior positions across the state services
  - 'Blind' job applications for senior positions in which name and country of origin are removed from the initial job application.
- Institute a formal Inquiry into abuses of migrant workers and students to understand the scale of the issue and produce recommendations in response to the issue.
- Retain the RMA and reverse objectionable changes made to it by National.

### Cost:

- Public sector pilot scheme: \$1m over two years.

## Respect and tolerance

Ethnic Communities are a major part of New Zealand life with over one million New Zealanders being born in another country. We are proud of New Zealand's multi-culturalism and believe that a strong, confident country will provide opportunities for different languages, cultures, and traditions to be peacefully expressed.

Labour will ensure that our rich cultural fabric is given voice, and that our proud tradition of respect and tolerance continues to be a hallmark of life in New Zealand.

**Labour will:**

- Upgrade the Office of Ethnic Affairs to the Ministry of Ethnic Communities
- As part of our policy to restore Adult Community Education, ensure that support is provided for community based programmes for people to learn an array of languages
- As part of our Broadcasting policy, ensure that content is produced that reflects the diversity of New Zealand today, and provides rich and relevant media resources for multicultural communities.
- Collect data about behaviour associated with existing offences, which suggests that the offence may have been based on prejudice or intolerance.

