



Upper Harbour Ethnic Peoples Plan 2025 to 2030



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Message from the Upper Harbour Local Board

We are pleased to share the Upper Harbour Ethnic Peoples Plan, our first comprehensive plan to support and empower our diverse ethnic communities in Upper Harbour.

We developed a draft plan alongside our communities over the past year and we asked for your thoughts during the consultation period in May 2025. During this time, we received new perspectives, valuable suggestions and strong support for the plan's overall direction. These insights have now been woven into the final plan making it more robust, relevant and reflective of our communities' needs.

Together we have identified six key focus areas:

- 1. Enhance belonging, participation, and access**
- 2. Celebrate cultural diversity and strengthen intercultural connections**
- 3. Support ethnic peoples' health and wellbeing**
- 4. Connect and empower ethnic community groups**
- 5. Improve economic outcomes and address barriers to employment**
- 6. Increase local climate resilience and sustainability.**

The plan is aspirational and not intended to be an extensive list of projects we propose to deliver, but provide a framework to guide decision making, priorities, partnerships and advocacy. It will inform how we invest through our annual budget processes and how we work alongside our communities to deliver meaningful outcomes.

Thank you to everyone who shared their ideas and provided input into the development of the plan. This plan belongs to all of us, and we look forward to delivering on the aspirations of this plan together.

Upper Harbour Local Board

Anna Atkinson (Chairperson), **Uzra Casuri Balouch** (Deputy Chairperson),
Callum Blair, John Maclean, Kyle Parker, Sylvia Yang



Development of the plan

The Upper Harbour Local Board Plan 2023 includes an initiative to develop the Upper Harbour Ethnic Peoples Plan. It is the first comprehensive plan for ethnic peoples in Upper Harbour, marking a significant milestone. The main goal of this plan is to implement systemic changes, eventually integrating the considerations of ethnic peoples into future local board plans, removing the need for a stand-alone strategic document.



A. Community-driven transformation

The planning process puts the voices of ethnic peoples at the centre. This approach builds their confidence in engaging with the local board and empowers them to participate.

The plan development process took place over a year and involved extensive community engagement, desk review, and analysis. Community engagement started with discussions to shape and develop the plan, followed by comprehensive consultation to gather feedback on the draft plan. A mixed-method approach was used for the engagement process, utilising both quantitative and qualitative tools, as illustrated in the visual below.

Community Voices

Stakeholder Interviews

Open-ended key stakeholder interviews to identify priorities and aspirations



Community Conversations

Extensive community engagement at local events and community places to shape and develop plan followed by community consultation to gather feedback on the draft



Community Survey

Range of questions to capture community knowledge and experiences



B. How engagement shaped the Upper Harbour Ethnic Peoples Plan

Stakeholder interviews and community conversations were structured to align with key sections of the plan. The visual below shows how input from our diverse ethnic communities informed each part. While some feedback related to specific areas, ethnic community voices helped to shape the entire plan.

Community Voices to Strategic Plan Content

1. Themes

What would you like to see change or improve?
What would you like to keep the same?

2. Opportunities

What are the significant opportunities?
What is working well?
What are the strengths in the community?

3. Challenges

What are some of the challenges?

4. Objectives

What do you consider a priority for the local board to do?
What more can happen?
What are your aspirations?

5. Initiatives

What more can the local board do?
Initiatives to continue
New initiatives to include
One wish for the community

6. Advocacy

Ideas and initiatives outside local board role

7. Community Insights

What ways do you feel connected?
What do you like about living here?



C. Strategic planning context

This Ethnic Peoples Plan closely aligns with the Upper Harbour Local Board Plan 2023. In developing the plan, we also reviewed 14 national and regional strategies and plans. This ensured that we had considered priorities and actions emerging from other engagement and planning processes that were relevant for ethnic peoples.

We examined the objectives and initiatives in all these plans and incorporated those that matched the themes from our community engagement with ethnic peoples in Upper Harbour.



The plan most closely contributes to the outcomes of the following seven plans:

- 1. Upper Harbour Local Board Plan 2023**
- 2. Auckland Plan 2050**
- 3. The Thriving Communities Ngā Momoho Hapori Strategy 2022-2032**
- 4. I Am Auckland - the Children and Young People's Strategic Action Plan**
- 5. Age-friendly Auckland Action Plan, 2022-2027**
- 6. Te Tāruke-ā-Tāwhiri: Auckland's Climate Plan**
- 7. Ministry for Ethnic Communities Strategy, 2022**



Honouring Te Tiriti o Waitangi

The local board recognises its responsibilities as a Treaty partner and is committed to upholding the principles and intent of Te Tiriti o Waitangi in all aspects of its work. We seek to have meaningful relationships based on partnership with mana whenua and celebrate Māori culture and identity in Upper Harbour. Ethnic communities have expressed a desire to engage meaningfully with Māori culture and organisations, and this plan supports those aspirations in a way that honours Māori leadership and tikanga. This plan seeks to help ethnic communities in Upper Harbour to strengthen their understanding of Te Tiriti o Waitangi, promote relationships grounded in respect for mana whenua, and support collaboration with Kaupapa Māori organisations.

Through this approach, the board seeks to uphold its obligations under Te Tiriti and help build a community where diverse cultures are welcomed and celebrated under a foundation of equity and partnership with tangata whenua.



Ethnic peoples in Upper Harbour

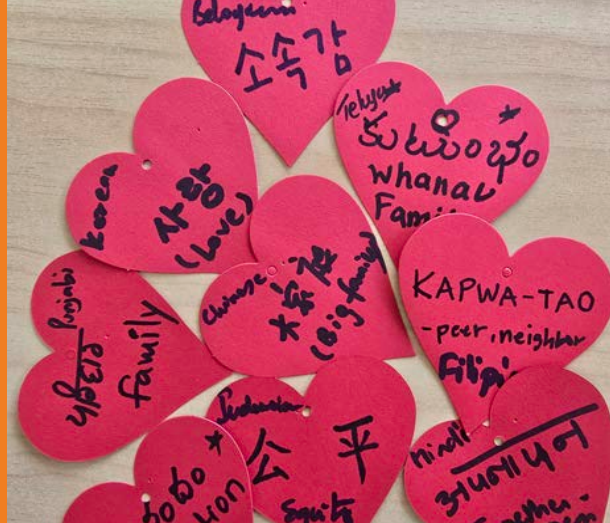
In New Zealand, ethnicity is self-defined, and people can identify with more than one ethnicity. The terms 'ethnic peoples' and 'ethnic communities' are used here to describe individuals and groups from a diverse range of ethnic backgrounds (other than Māori, Pasifika and New Zealand European). While 'ethnic peoples' refers to individuals from diverse ethnic identities, 'ethnic communities' focuses on these groups' collective and organised aspects within New Zealand.

The term 'ethnic communities' refers to ethnic people who identify with specific ethnic groups, e.g. Asian, African, Continental European, Latin American, and Middle Eastern. It emphasises the collective aspect of shared and unique cultural, linguistic or religious identity, highlighting the social structures and networks within the group.

According to the 2023 census, the total population of ethnic communities in Upper Harbour is 54.7%. This includes 45.5% Asians, 3.6% MELAA (Middle Eastern, Latin American, and African), and 5.6% Continental Europeans.

At the 2023 Census, Upper Harbour had a population of 76,959 usual residents, representing an increase of 14,118 people since the 2018 Census. This growth is the second highest among all local boards in Auckland. The most significant increase in this area between 2018 and 2023 was observed in the Asian ethnicities, which grew by 10,116 individuals, or a 40.7% increase. This also means that 71.6% of the total population growth in Upper Harbour was of people of Asian ethnicity.

The Chinese communities are the single largest population group within the Asian communities, with 26.6 % of the total population, followed by 7.1 % Korean and 5.4% Indian. Upper Harbour has the highest percentage of Korean residents among all local boards in Auckland.





The plan at a glance

This plan is an aspirational five-year strategic document that outlines the Upper Harbour Local Board's commitment to engage with ethnic peoples living, working and playing in the local board area. It describes their priorities and defines how these will be delivered and measured.

The plan has six broad focus areas, and the objectives outlined provide a specific direction. They are the goals that the local board seeks to achieve that are realistic (within the current financial environment), measurable, and relevant to their roles and responsibilities

An initiative is a programme of work designed to achieve defined objectives and bring intended outcomes to life. Initiatives are deliverable and meaningful, even though they do not always provide exact solutions.

The measures created in the plan focus on the outcomes achieved rather than just the services and activities delivered. What success looks like is defined within the context of the local board's role and what they want to achieve. Our measures of success are broad yet comprehensive, helping the local board and the community understand progress and shaping planning and investment. These success measures include quantitative (measurable) and qualitative (descriptive) factors. We will develop specific key performance indicators to provide more detailed and quantifiable measurement of results toward achieving the objectives.

The six focus areas are:

- 1. Enhance belonging, participation, and access**
- 2. Celebrate cultural diversity and strengthen intercultural connections**
- 3. Support ethnic peoples' health and wellbeing**
- 4. Connect and empower ethnic community groups**
- 5. Improve economic outcomes and address barriers to employment**
- 6. Increase local climate resilience and sustainability**





Plan Implementation



The local board owns this plan, which serves as a guiding strategic document. The plan's primary purpose is to establish a strategic direction and empower community-led initiatives.

The local board commits to setting strategic priorities through the annual work programme and financial investment that further the outcomes of this plan. It outlines initiatives that will be delivered both by council and by the community.

The local board intends to build a strong measuring and learning system to carry out the plan. Key performance indicators will be essential to this system and will help us measure our success. We are establishing key performance indicators linked to our success measures in each focus area, which will support plan implementation. These indicators guide us in being explicit and clear about our intended results, and we will further develop and refine them through discussions with agencies, specialists, and community members. Annual reporting will take place over the five-year duration of the strategic plan.

The local board commits to advocating to the governing body and central government agencies to progress the outcomes of this plan. This advocacy role is an important aspect of the local board's function, as outlined in the plan.

An Upper Harbour Ethnic Peoples Plan leadership group will be established to enhance the ongoing engagement with ethnic peoples and guide community-led initiatives. There will be a particular focus on young people and women who are less likely to be involved or represented in traditional leadership structures.

Working together with other local boards is essential for successfully implementing the plan. We will seek out opportunities to deliver initiatives across local board boundaries.



1. Enhance belonging, participation, and access

The local board is committed to adapting to changing needs of a growing and diverse population. Our goal is to foster a sense of belonging, allowing individuals to take pride in their culture. This will ensure everyone has a voice in decisions that affect them, feels a sense of belonging, and can actively participate in society.

To achieve this, the local board will enhance communication and engagement with ethnic peoples and support them to maintain strong connections with their cultural, faith, and community groups. This focus will ensure that ethnic peoples have a democratic voice in decision-making and their civic engagement is enhanced.

The local board is committed to supporting equitable access to council services and improving access to community facilities and green spaces. Programmes will also be designed to better meet diverse communities' needs and promote greater digital access.



Challenges

Building on the existing formal and informal networks within ethnic peoples to enhance participation and access.

Make existing council facilities more welcoming for ethnic communities.

Increased participation can lead to the creation of new initiatives, innovative solutions, and a stronger sense of community ownership.

Libraries provide great opportunities and programmes. They are also networked across the region and provide access to resources in ethnic languages.

Ethnic communities' youth represent important voices, and the local board has an opportunity to hear more from them and enable diverse youth involvement in local decision-making.

Language barriers, cultural factors, and a lack of awareness about local board roles and responsibilities amongst some ethnic peoples may limit engagement.

There is often a lack of knowledge and understanding regarding New Zealand's democratic processes and a limited understanding of the process required to engage with local government.

Some ethnic peoples have limited access to information about council services, making it difficult to find venues and facilities and participate in programmes and activities.

Translation efforts and interpretation services which are essential for bridging language gaps and improving the accessibility of information and services are limited and under-resourced.

If needs for language support and translation services are not met, it will impact accessibility of services.

Opportunities



Our Plan

What we want to achieve Objectives	What we commit to deliver Key initiatives	What success looks like
Strengthen local board relationships, communication, and engagement with ethnic peoples	Implement specific engagement and communication activities that align with the local board's engagement strategy Develop improved communication tools and practices, such as messaging in different languages and effectively utilising ethnic media and social media platforms popular among diverse communities, including WhatsApp, WeChat, KakaoTalk, and Facebook Increase participation of local board members at events hosted by ethnic peoples, including cultural, faith, and other gatherings Encourage and facilitate open dialogue with ethnic communities' youth by providing platforms and opportunities for meaningful conversations and growing ethnic youth leadership capability	Good relationships with ethnic peoples and improved communication and engagement The local board has a presence at ethnic peoples' programmes and events
Enable ethnic peoples to have a democratic voice and enable active civic participation	Actively encourage and support awareness of and participation in board meetings, allowing them to present their insights, perspectives, and concerns to the local board Support people with language barriers to have access and participate in local board and Auckland Council planning processes and programmes Create pathways to build capacity of ethnic communities and support more ethnic peoples into community governance roles	Local board plans and initiatives reflect the voices and perspectives of ethnic peoples Increased involvement from ethnic peoples is reflected in participation demographics, including consultations, community governance roles and local government elections

Foster a sense of belonging for ethnic peoples, where they can take pride in their culture and ethnic identities	Provide resources for activities and events that promote a sense of identity and belonging Scope the potential for initiatives that utilise the Welcoming Communities framework to support and connect new settlers in Upper Harbour, fostering a sense of belonging and enabling participation	Ethnic peoples take pride in their culture and ethnic identities New settlers feel a sense of belonging
Enable greater digital access through increasing digital literacy and access to affordable digital technologies and connectivity	Identify gaps in digital literacy and access for ethnic peoples Strengthen and further partnerships to deliver tailored support and increase access	Enhanced digital literacy amongst ethnic peoples
Ensure that council services, facilities, and public spaces are inclusive, accessible, welcoming, and culturally appropriate	Increase the opportunity for ethnic peoples to celebrate their culture in the art and design of public infrastructure and spaces	Ethnic peoples have better access to community venues and facilities, including parks and green spaces Ethnic peoples have increased participation in community hubs and programmes

Advocacy

Advocate to the Governing Body for increased investment in communicating with ethnic media and community channels about the role of local government and improved ethnic engagement in all local and regional consultations.

Advocate to central government to improve access to information about its various departments and services.

Advocate to the Governing Body and central government agencies for increased support for ethnic peoples to retain access to their mother tongue and have access to translated documents and interpretation support.

Advocate to appropriate agencies for increase in support and access to resources that enable digital equity.

Advocate to Auckland Libraries for sufficient resources to respond to ethnic diversity in the community and enhance the availability of ethnic community language resources.





2. Celebrate cultural diversity and strengthen intercultural connections

The ethnic people of Upper Harbour who participated in the engagement process expressed that the local board could do more to celebrate diversity and foster intercultural connections. They shared that, at present, they feel a stronger connection with others from their own ethnic backgrounds rather than with the wider community.

The local board has set a goal to create an inclusive and connected community. It is committed to supporting ethnic people in the area to strengthen their connection to Upper Harbour. It is essential to continue nurturing and supporting the diverse identities within the community, ensuring that all ethnic groups feel involved and connected.

The local board will also create opportunities for people of different ages and cultures to connect and foster intercultural understanding. The aim is to create an environment where all cultures are celebrated, every resident is valued and embraced, and communities thrive together.



Challenges

Existing events and activities, including welcoming evenings, and cultural events.

High-quality facilities, such as stadiums and community hubs, help promote inclusivity and collaboration among diverse groups, contributing to the overall quality of life in the area.

Leverage the established relationships between ethnic peoples and local schools to foster connection and intercultural understanding.

Fostering positive race relations and understanding the experiences of those impacted by racial discrimination.

Communities have a growing interest in different cultures, foods, practices, and languages.

Ethnicities with smaller populations, such as African, Cambodian, Thai, and Sri Lankan, have fewer events and activities available to share and celebrate their rich heritage.

There is limited connectivity at the neighbourhood level due to the lack of community events and locality opportunities.

Building strong connections among diverse groups, fostering cultural exchanges, and facilitating interculturalism can be complex.

Rapid population growth presents challenges to social connectivity within communities.

Opportunities



Our Plan

What we want to achieve Objectives	What we commit to deliver Key initiatives	What success looks like
Invest in strengthening ethnic peoples understanding of Te Tiriti and Māori Tikanga	Provide opportunities and access for ethnic peoples to strengthen their understanding of Te Tiriti, equipping them to value and embrace Māori customs (Tikanga), the Māori worldview (Te Ao Māori), and Māori knowledge (Mātauranga Māori)	Increased understanding among ethnic peoples of Te Tiriti and Māori Tikanga
Provide local iwi and Kaupapa Māori organisations opportunities to build relationships with ethnic community groups	Support and resource actions for local iwi and ethnic communities to strengthen relationships	Ethnic peoples and Māori have strong and flourishing relationships
Enable more opportunities to celebrate and raise awareness of the art and cultures of our diverse ethnic peoples	Increased support for community-led ethnic art and cultural events and programming across facilities in Upper Harbour	The local board actively supports local ethnic peoples' art and culture
Strengthen inter-cultural and interfaith connections to build more resilient and cohesive communities	Develop intercultural connections through placemaking initiatives Support initiatives for meaningful connections through interfaith events and dialogues	All cultures and faiths are recognised, respected and understood, and inter-cultural respect and connections exist Upper Harbour communities embrace and celebrate our diversity
Work with local communities to build stronger connections at the street and neighbourhood levels, which will create connectivity and social cohesion	Support local spaces, initiatives, and events that build community networks and connections across diverse communities, including safety/crime prevention and neighbourhood/street initiatives	There is an increase in the number of neighbourhood-based events and activities that bring together diverse groups



Advocacy

Advocate to Auckland Council governing body and central government agencies to enhance resources for intercultural connections and promoting social cohesion at the local level.

Advocate to Auckland Transport to support driver training in intercultural awareness and managing racist behaviour.





3. Support ethnic peoples' health and wellbeing

During community engagement discussions, issues such as poverty and inability to meet necessities, including access to food and affordable housing, did not emerge. However, subtle and less well-understood pockets of social needs do exist.

There were concerns about access to better health services, as well as isolation and mental health, especially of the growing older population. Older adults were explicitly mentioned as experiencing loneliness and isolation, which negatively impacts their self-esteem and overall wellbeing. The local board will need to understand these disparities within the community further to fulfil the commitment to investment and serve those in greatest need.

Despite a generally positive perception of safety within Upper Harbour compared to other parts of Auckland, participants did express concerns about the stigma that accompanies being part of a minority ethnic group. Instances of feeling unwelcome or marginalised were mentioned, highlighting the complex interplay between health and wellbeing and social inclusivity in Upper Harbour.



Challenges

Ethnic-specific senior services are primarily concentrated in central Auckland.

In Upper Harbour, 18% or 1863 older residents [i.e., those 65yrs and over] cannot speak English (Census 2023)

There are wellbeing challenges and inequities that are not well understood, along with insufficient investment.

The local board's proximity to its communities and presence in understanding the ethnic communities' social determinants of health and wellbeing are significant assets.

Ethnic peoples see their neighbourhoods as safe and family friendly.

Opportunities



Our Plan

What we want to achieve Objectives	What we commit to deliver Key initiatives	What success looks like
Support ethnic peoples in building resilience and preparedness for emergencies and climate-induced events	Support ethnic peoples in implementing strategies to build resilience, including tailored local planning to help communities and households feel safer and better prepared to respond to emergencies and the impacts of climate change Assist in connecting ethnic community groups with relevant local organisations and regional agencies to enhance emergency preparedness and response to localised climate events and emergencies	Ethnic peoples are informed and supported to build resilience and preparedness Ethnic peoples feel safer and better prepared and are supported during emergencies
Enhance social participation for older people from ethnic communities to reduce loneliness and isolation	Support activities that are culturally and linguistically appropriate and help them create bonds within their ethnic groups. Facilitate programmes and initiatives, such as digital literacy, intergenerational and inter-cultural events that enable older people from ethnic communities to stay connected Invest in programmes and activities that enhance access for older people from ethnic communities to utilise Auckland Council facilities and spaces	Older people from ethnic communities are connected with others as well as participate in culturally and linguistically appropriate activities
Support better use of parks and open spaces for sport and recreation to enhance the physical activity, health, and wellbeing of ethnic peoples	Support opportunities for ethnic peoples to participate in sport, recreation, and physical activities in the local board area Support gender equity in the participation of ethnic peoples in sports, recreation, and physical activities	Ethnic peoples are active and fully participate in sports and recreation and physical activities There is gender equity in the participation of ethnic peoples in sports, recreation and physical activities
Ensure public places reflect and feel safe for ethnic peoples	Involve ethnic peoples in placemaking and community safety projects and activities	Ethnic peoples continue to feel safe in public spaces



Advocacy

Advocate to Auckland Emergency Management to enhance awareness amongst ethnic communities and businesses about emergency preparedness and resilience-building.





4. **Connect and empower ethnic community groups**

A key aspiration for grassroots ethnic community groups is to have sufficient resources and funding to implement their objectives. Feedback from the community engagement process emphasised the importance of fair and equitable access to funding. Additionally, there was a strong focus during community engagement on leadership development. It was seen as critical to encourage community leaders to collaborate beyond their own organisation and networks to foster more effective partnerships.

The landscape of ethnic voluntary and community groups in Upper Harbour is evolving. Providing opportunities for these groups to come together, network, and share knowledge is crucial. Fostering connections between emerging ethnic voluntary and community groups and more established organisations will help support a dynamic and thriving sector, allowing smaller groups to thrive while maintaining their diverse identities.

Furthermore, it is essential to provide support and funding for community-led initiatives that enhance the capabilities of these groups and empower them to succeed, which will be central to the successful implementation of this plan.



Challenges

Ethnic groups often face significant challenges due to insufficient funding, exacerbated by competition for limited resources.

Office and community spaces are often unavailable, and community leaders lack access to affordable work and collaboration spaces.

Cost of community centre hire can be a significant barrier for ethnic peoples to organise events.

English as a second language is a barrier for some groups, making the application process more difficult.

Make the Upper Harbour Ethnic Peoples Plan widely available in the community to foster a sense of ownership over the plan.

Make funding models more transparent and accessible so that community members can easily understand and navigate the process.

Identify external funding opportunities for community-led development from philanthropic organisations and central government agencies, such as the Department of Internal Affairs.

The cultural and faith-based volunteer and community sectors are engaged and eager to participate and be better connected with mainstream groups and organisations.

Community organisations are critical in providing essential information and skills to newcomers in their own languages.

Opportunities



Our Plan

What we want to achieve Objectives	What we commit to deliver Key initiatives	What success looks like
Work with ethnic community groups to implement the Upper Harbour Ethnic Peoples Plan	Allocate resources to support the Upper Harbour Ethnic Advisory Circle to enhance participation, guide and champion the implementation of this plan	Positive collaboration between the local board and ethnic peoples in implementing the plan Ethnic community groups are adequately resourced to deliver on the objectives of this plan
Enable innovation and facilitate partnerships to increase equitable outcomes	Work with ethnic groups to understand their challenges and aspirations and build their capability to influence the design and delivery of services Support the development of ethnic leadership, with emphasis on youth and women, to foster inclusive and equitable leadership Create a small grant fund to support ethnic community and voluntary groups to deliver grassroot initiatives and events Support ethnic community and voluntary groups to access community venues e.g. rental subsidies	Strengthen diverse governance, promote civic participation, and empower community members with the skills needed to drive and implement community-led transformation
Build capacity and support for community groups to increase funding and resources	Support ethnic community groups in building their capability to apply for funding and strengthen evaluation and reporting skills Assist ethnic community groups in accessing funding opportunities beyond the local board's scope, including access to translation support	Groups have access to resources that increase their funding opportunities Ethnic community groups have access to training and translation support



Advocacy

Advocate to appropriate agencies for stable and predictable funding mechanisms to support ongoing community initiatives.

Advocate to appropriate agencies for enhanced transparency and accessibility of grants, funding models, making it easier for community members to understand and navigate the process.





5. Improve economic outcomes and address barriers to employment

Ethnic peoples play a significant role in the growth and development of Upper Harbour. The local board aims to recognise their contributions and provide additional support to enhance local ethnic businesses and communities, contributing to their goal of building a thriving, resilient, and sustainable economy.

Ethnic peoples have expressed barriers when accessing meaningful work and quality employment opportunities that match their skills, even if they were born and educated in New Zealand. They often encounter challenges in advancing their careers and cannot fully express their identities at work. We acknowledge the difficulties they frequently experience.

Ethnic peoples have requested the local board assist in strengthening their employment and business networks. They have also raised concerns regarding distance, the lack of transportation options for commuting to the city and across Auckland, and the insufficient availability of local employment opportunities that could reduce the need to travel.



Challenges

Local markets are important avenues for ethnic peoples to build their financial capacity.

Ethnic peoples have business acumen and entrepreneurial potential that can drive innovation and economic growth.

Look at innovative ways to provide more support for ethnic social enterprises and business innovation.

Ethnic-specific businesses, especially food businesses, are emerging, reflecting a welcoming, diverse environment and facilitating intercultural inclusion.

Increased cultural sensitivity and inclusion from local businesses, such as offering promotions and discounts during major cultural holidays celebrated by ethnic communities (e.g. Eid, Lunar New Year).

Facilitating the creation of quality jobs for individuals seeking employment and facing barriers.

Ethnic peoples shared that the area lacks efficient transport connections, both within the local board area and with the rest of the city.

There is a growing incidence of exploitation among migrant workers, and finding ways to tackle this issue is not straightforward.

Ethnic communities' businesses faced considerable challenges during COVID-19 and continue to struggle, and they need more support to thrive.

Underemployment is a significant challenge for ethnic peoples, resulting in unfulfilled aspirations and missed opportunities within society.

Opportunities



Our Plan

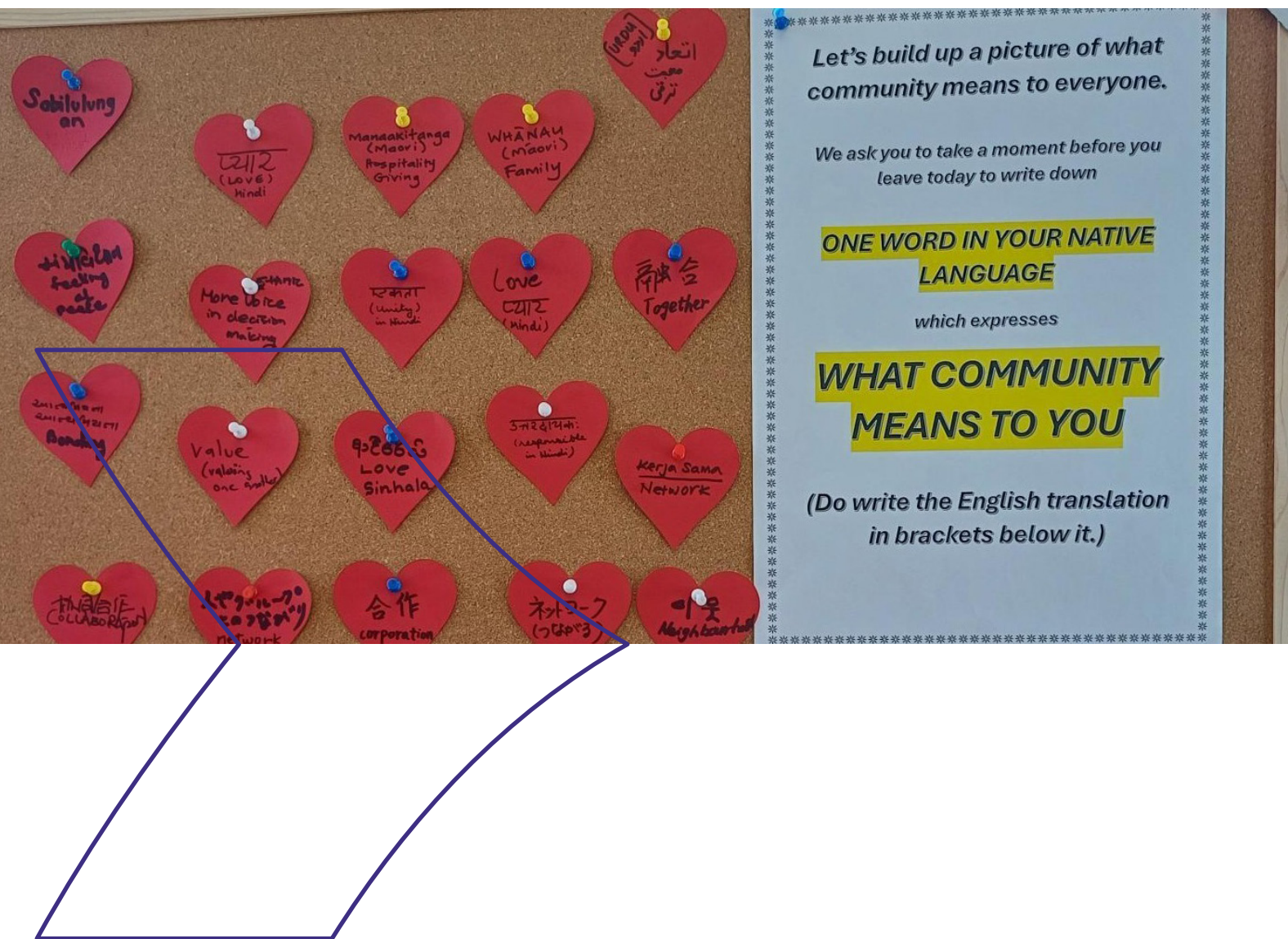
What we want to achieve Objectives	What we commit to deliver Key initiatives	What success looks like
Facilitate access to long-term, high-quality employment opportunities for people experiencing barriers to employment and increase focus on reducing migrant exploitation	Facilitate discussions and gather insights to understand better the barriers to employment for ethnic peoples in the local board area Identify initiatives to support ethnic peoples' employment readiness and strengthen their employment networks Promote initiatives, programmes and internships that provide business mentoring and work experience for ethnic peoples focusing particularly on youth and women	Barriers to employment for ethnic peoples are addressed through innovative approaches Increase in focus on barriers of employment for partners on secondary visa, women trying to return to workforce
Facilitate increased support and collaboration with small and medium size ethnic local businesses	Support business organisations and networks to enhance diverse membership participation of ethnic businesses Support the establishment of ethnic business network(s) to strengthen connection and collaboration between and across ethnic businesses Increase opportunities for local ethnic businesses to drive innovation, support employment, and contribute to a thriving local economy	Ethnic small and medium enterprises thrive in the local board area and are supported to reach their potential

Advocacy

Advocate to the Governing Body for innovative, sustainable ethnic events and activities that deliver local economic benefits, cater to local participation, and increase the number of visitors to the area.

Advocate to the Governing Body for local social procurement practices that consider ethnic peoples.

Advocate to social enterprise organisations to support capability development focused on aspiring ethnic communities' entrepreneurs.





6. Support to increase local climate resilience and sustainability

In the conversations with ethnic peoples, they expressed a deep appreciation for the natural environment but seemed to have limited knowledge and pathways on how to contribute meaningfully to its protection using the skills they have to offer.

It is crucial to work with ethnic peoples and invest in their involvement in efforts to protect the natural environment, improve water quality, and combat climate change. The local board aims to ensure these communities are recognised as integral to their mission of supporting sustainable living, responding to climate change, and valuing kaitiakitanga (guardianship).

There is a commitment to partner with them to encourage the adoption of low-carbon behaviours that will reduce emissions and climate impacts. This collaboration will help decrease our carbon footprint while fostering community resilience and sustainability.



Challenges

There is a low level of awareness and involvement of ethnic peoples in the current climate action initiatives by the local board and Auckland Council.

In the survey conducted with ethnic peoples, 63% of participants were unaware that Auckland Council declared a climate emergency and adopted Auckland's climate plan, Te Tāruke ā Tāwhiri, in 2020.

More focus is needed to engage with ethnic peoples, create opportunities, and support them in making changes to live more sustainably.

Ethnic peoples love the natural environment in which they live and are keen to be more involved in enhancing and protecting it.

Opportunities



Our Plan

What we want to achieve Objectives

Facilitate participation of ethnic peoples in developing innovative local solutions to climate change challenges

What we commit to deliver Key initiatives

Increase incentives and mechanisms to support and enhance ethnic peoples' participation in environmental action

Support local environmental organisations and groups to increase the ethnic diversity of volunteers and strengthen engagement with our ethnic peoples to increase their awareness of and involvement in local environmental projects

What success looks like

Increased participation of ethnic peoples in local environmental groups

Increased awareness of our climate goals among ethnic peoples

Support delivery of local projects which empower ethnic peoples and groups to increase the uptake of low carbon behaviours and become climate resilient

Support initiatives that educate and actively involve ethnic peoples, and businesses in reducing their carbon footprint, living more sustainably, and promoting a zero-waste circular economy

Focus on increasing community education and knowledge of rubbish, recycling, and food scrap bins

Climate change resilience, sustainability initiatives, and effective education are accessible to ethnic peoples

Ethnic peoples are empowered to lead environmental action

Ethnic businesses are supported to create sustainable practices and are resilient to the impacts of climate change



Advocacy

Advocate to environmental groups to consider the demographics of the communities they work in and to proactively recruit ethnic peoples into their group's governance and membership.

Advocate to the Governing Body to increase engagement with ethnic peoples to raise their awareness and involvement in environmental activities and climate change action.



Annexure 1



Percentage ethnic communities as proportion of total Upper Harbour population

2023 Census		2023 Census	
Asian	45.5%	MELAA	3.6%
Filipino	2.6%	Middle Eastern	2.2%
Cambodian	0.3%	Latin American	1.0%
Vietnamese	0.4%	African	0.4%
Other Southeast Asian	1.0%	Continental European	5.6%
Chinese	26.6%	Dutch	0.4%
Indian	5.4%	Greek	0.0%
Sri Lankan	0.7%	Polish	0.1%
Japanese	0.6%	South Slav	0.3%
Korean	7.1%	Italian	0.1%
Other Asian	0.8%	German	0.3%
		Other European	4.4%

Annexure 2



Population percentage for Asian and MELAA communities in the suburbs across Upper Harbour

	Asian	MELAA		Asian	MELAA
Albany Central	56.9%	5.1%	Oteha East	51.0%	4.7%
Albany Heights	53.3%	4.1%	Oteha West	78.1%	2.6%
Albany South	49.2%	4.1%	Pāremoremo East	14.0%	1.4%
Albany West	47.1%	3.1%	Pinehill North	73.9%	2.2%
Fairview Heights	60.2%	4.2%	Pinehill South	79.0%	2.9%
Greenhithe East	44.5%	3.8%	Schnapper Rock	55.2%	3.4%
Greenhithe South	40.1%	2.1%	Unsworth Heights East	42.7%	6.9%
Greenhithe West	19.6%	1.4%	Unsworth Heights West	46.4%	12.2%
Hobsonville	39.6%	2.5%	West Harbour Clearwater Cove	35.1%	2.7%
Hobsonville Point Catalina Bay	26.2%	4.1%	West Harbour Luckens Point	44.4%	1.7%
Hobsonville Point Park	38.5%	4.3%	Whenuapai	26.4%	2.3%
Hobsonville Scott Point	60.9%	2.8%	Windsor Park	49.9%	2.5%
North Harbour	31.7%	3.7%			

Upper Harbour
Ethnic Peoples Plan
2025 to 2030