

# Social Cohesion consultation pack

Kia ora

The Social Cohesion team at the Ministry of Social Development (MSD) wants to hear from you about our social cohesion approach, what government can do about it and how everyone can play a part. We've developed these things with the help of people and communities in Aotearoa New Zealand and we are asking you if we got it right. The contents of this pack will tell you more about our approach, actions and support and how you can tell us what you think.

The aim of the work is to provide a vision of what social cohesion looks like, and what we can do to get there. We will be identifying specific actions that Government and others could be doing more of, and doing better, to help people feel like they belong.

The team is looking forward to hearing from you!

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## A reminder – why Social Cohesion?

The Ministry of Social Development (MSD) is leading a programme of work on strengthening social cohesion in Aotearoa New Zealand. In a cohesive society, all people need to share a sense of belonging, inclusion, participation and legitimacy. It's about how we are, together. The Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain on 15 March 2019 report *Ko tō tātou kāinga tēnei* (RCOI) made a number of recommendations to improve social cohesion. Cabinet agreed that MSD should talk with communities to develop three things:

### what social cohesion looks like

- a strategic framework based on a shared understanding of social cohesion. It is focused on what unites us as people in Aotearoa New Zealand, while valuing diversity and taking real steps to become an inclusive society
- a measurement framework so we know if we are making progress. Getting the right data and information to know whether policies and programmes are working as intended to improve social cohesion.

## what government can do about it

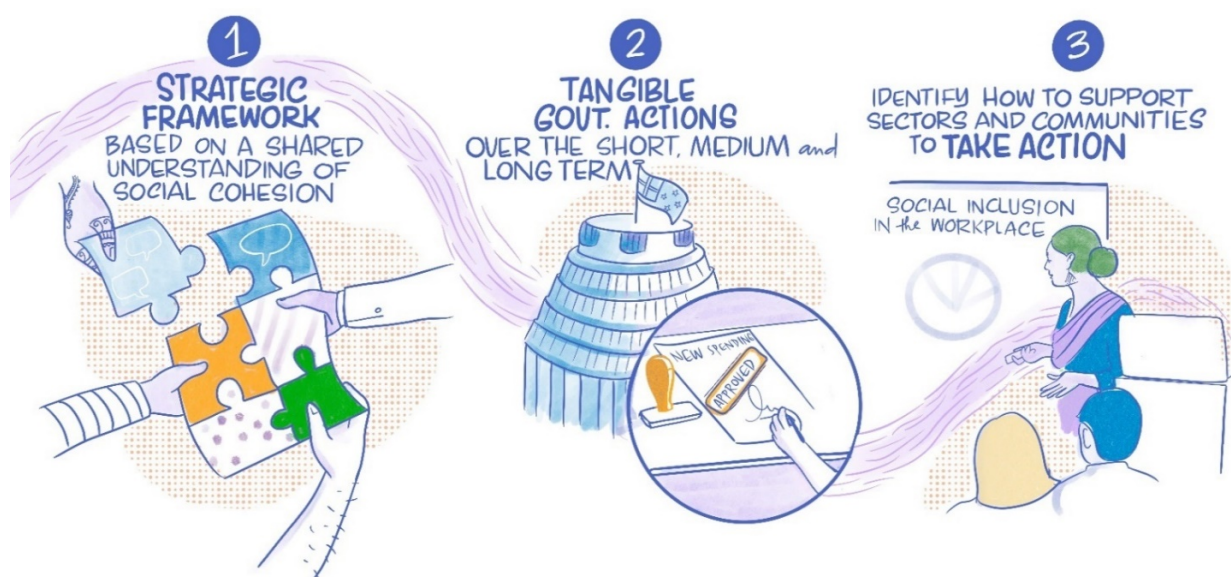
- things the Government can do that you can see in the short, medium and long-term to improve social cohesion

## how everyone can play a part

- ways to support and enable activity in communities, the business and cultural sectors, and local and central government to improve social cohesion.

Together, these things can help us to make a long-lasting difference that people can see in their lives. They will help hold Government accountable for taking the action that people in Aotearoa New Zealand want to see.

# SETTING the SCENE



## How MSD got here

Since early 2021, MSD's Social Cohesion team has worked on our social cohesion approach, what government can do about it and how everyone can play a part, collaborating with a range of people and communities, including you. We have:

- asked the public what they think (June to October 2021): 30 hui/meetings and 341 responses received online and through email
- talked with key people and communities and listened to their feedback (September to November 2021)
- listened to Māori, (ongoing): three completed online hui/meetings in December with participants from Pōneke/Wellington, Rotorua, Ōtautahi/Christchurch and Ōtepoti/Dunedin. More upcoming hui/meetings are scheduled in February 2022
- worked together with around 50 community representatives, who make up the Social Cohesion Working Group, through a series of two-day wānanga/workshops (September 2021 -March 2022).

When the Social Cohesion team first talked with the public about social cohesion, they asked four questions:

- What does social cohesion mean to you and what would Aotearoa New Zealand look like if social cohesion was improved?
- How will we know if we are making progress? What does success look like?
- What are the ways that social cohesion can be strengthened?
- What actions can government take or support to build better social cohesion, and who could be involved in the work?

## **The Social Cohesion team wants to hear what you think**

The Social Cohesion team want to hear your thoughts on the proposed framework, actions and support that are designed to help improve social cohesion in Aotearoa New Zealand:

- what do you like about our proposals?
- what would you change?
- is there anything missing?

We all have a part to play in creating an Aotearoa New Zealand where everyone belongs, participates, feels included receives recognition and where everyone matters.

This includes individuals, communities, organisations across the public, private and not-for-profit sectors, as well as central and local government.

Without your views we cannot reflect a shared understanding of what social cohesion is. We need your insights on what you want and what we should be doing about it.

## **The consultation document**

This document is in three sections – our approach, proposed actions, and how we will support you. Each section includes an overview and questions that you can use to guide your input.

You can provide your feedback by completing the feedback form and emailing it to [social\\_cohesion@msd.govt.nz](mailto:social_cohesion@msd.govt.nz). The closing date for feedback is **Friday 25 March 2022**.

## **What happens next?**

- After the 25<sup>th</sup> of March, the Social Cohesion team will analyse and incorporate your feedback. They will test new versions of the framework, actions and support in April / May with Ministers and government agencies then to Cabinet for consideration in May/June.

# Section 1 – Social Cohesion Framework

## What social cohesion looks like

### **BRINGING TOGETHER AOTEAROA NEW ZEALAND: a social cohesion strategic framework**

#### **What is a strategic social cohesion framework?**

This strategic framework is a roadmap, a high-level plan. It helps us to get on the same page about what social cohesion looks like in Aotearoa New Zealand, and how we can get there.

It sets out how Government can work with others but is also designed so other organisations, communities, and people can use it to understand and improve social cohesion within their own lives and work.

Below you will find a detailed explanation of the different parts of the framework.

**i. Our vision: All people, whānau and communities thrive, belong and are respected in Aotearoa New Zealand.**

This vision provides a vivid, ambitious picture of where we all want to get to as a country.

**ii. Outcomes: What we would see if Aotearoa New Zealand were a fully socially cohesive society.**

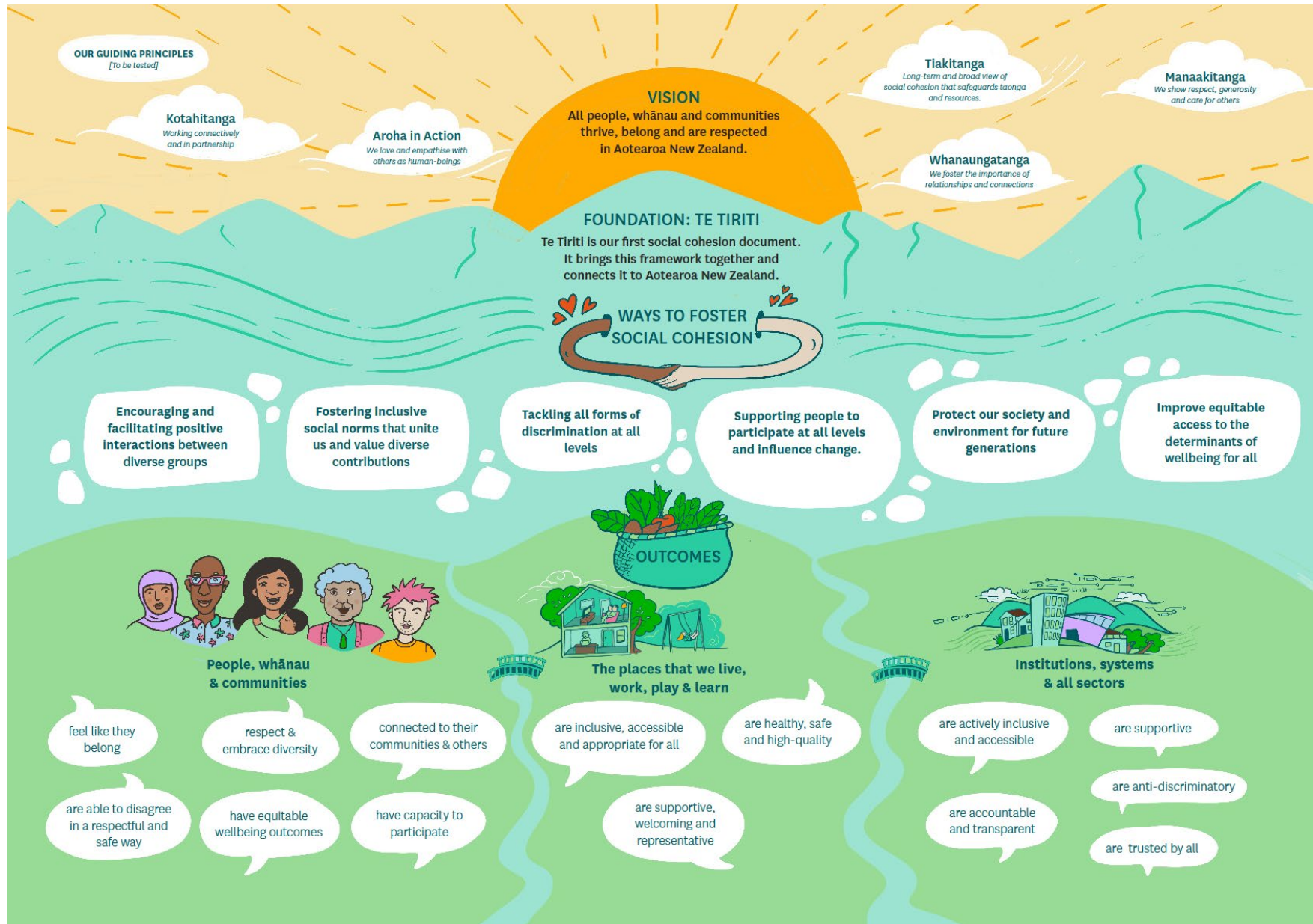
When the Social Cohesion team talked to people, they told us what was most important to them for Aotearoa New Zealand to be socially cohesive. The team heard a broad range of views and have taken a holistic approach to describing what success looks like.

These outcomes are divided into three parts – people, places, and institutions

- People, whānau and communities should feel a sense of belonging, inclusion, participation, recognition and legitimacy.
- Where people spend their time influences how much they feel that they belong, how much they feel they are part of a society they can see themselves in.

The institutions and ways we do things underpins how we do things, including social rules and norms.

On the next page you will see the draft social cohesion framework. Please take a look and tell us what you think. You can provide your feedback by emailing [social\\_cohesion@msd.govt.nz](mailto:social_cohesion@msd.govt.nz). The closing date for feedback is **Friday 25 March 2022**. There is a feedback form at the end of this document that has some handy questions for you to think about.



## Measurement: how we know we are getting there

We need the right data and information to know whether policies and programmes are working as intended to improve social cohesion. The Social Cohesion team is developing a full list of indicators they can track to help us understand how socially cohesive we are as a whole in Aotearoa New Zealand. Some of the indicators are listed below.

Social cohesion is an aspiration that needs to be continually nurtured rather than an end goal that can be reached. We will need to keep working to build and maintain a sense of belonging. The indicators will provide a picture of what is going well, and areas that need more work. With your feedback, we will further consider how we measure success further through discussion with government agencies.

**Table 1: People, whānau and communities**

<b>People, whānau and communities</b> (all people and whānau that call Aotearoa New Zealand home and the communities of place, interest and identity that make up our society):		
Feel like they belong	Respect and embrace diversity	Are connected to their communities and others
Are able to disagree in a respectful and safe way	Have equitable wellbeing outcomes	Are supported and have the capacity to participate
<i>Some examples of what we can measure to know we are making progress:</i> <ul style="list-style-type: none"><li>• Proportion of people who feel like they can be their full selves, that they are part of a wider community and that they have a place to call home</li><li>• Proportion of people who trust in others</li><li>• Proportion of people who have positive feelings towards diverse groups and understand the benefits of diversity</li><li>• Perceived personal safety and security</li><li>• Proportion of people who report experiencing interpersonal discrimination</li><li>• Proportion of people feel heard and listened to</li><li>• Access to language education in schools</li><li>• Levels of income inequality, material hardship and socio-economic deprivation</li><li>• Proportion of people who report their qualifications, experience and knowledge is valued and recognised</li></ul>		



**Table 2: The places that we live, work, play and learn**

<b>The places that we live, work, play and learn</b> (the natural, physical and environments that people exist in and interact with, including digital and online environments):		
Are inclusive, accessible and appropriate for all	Are healthy, safe and high quality	Are supportive, welcoming and representative
<p><i>Some examples of what we can measure to know we are making progress:</i></p> <ul style="list-style-type: none"> <li>• Accessibility of public transport, the built environment, and shared spaces</li> <li>• Levels of access to digital technology</li> <li>• Proportion of people who report experiencing discrimination in the workplace or schools</li> <li>• Proportion of children who report bullying</li> <li>• Housing and transport affordability, cost of living</li> <li>• Violence and crime statistics</li> <li>• Proportion of people who feel their neighbourhoods are safe</li> </ul>		

**Table 3: Institutions, systems and all sectors**

<b>Institutions, systems and all sectors</b> (the political, economic, and social systems across the public and private sector and all the people working within those structures):		
Are actively inclusive and supportive	Are accountable, and transparent	Are anti-discriminatory
Are supportive		Are trusted by all
<p><i>Some examples of what we can measure to know we are making progress:</i></p> <ul style="list-style-type: none"> <li>• Levels of trust in public institutions</li> <li>• Accessibility of Government funding and contracts</li> <li>• Accessibility of Government services and products</li> <li>• Proportion of people who report experiencing discrimination within government agencies and services</li> </ul>		

iii. **The ways of achieving social cohesion** describe how the outcomes can be achieved. It helps to organise the key changes in behaviour, policy that need to take place to get to our shared vision.

- iv. **The foundations** - When we have talked to people, there has been a shared understanding that this framework and its vision should be grounded in Te Tiriti o Waitangi and a te ao Māori/Māori worldview approach. Te Tiriti is the foundation of this framework as it is Aotearoa New Zealand's first social cohesion document. It is what connects this framework to Aotearoa New Zealand.
- v. **The principles** will guide the action that we take, because *how* we do things matters just as much as *what* we do. If we act in line with these principles, we will get closer to the vision.

## Questions about the framework

The Social Cohesion team wants your thoughts on the framework and encourages you to send feedback. The questions below may help you think about what you would like to say. These are also in the feedback form at the end of this document with space for you to write down what you want to tell the team.

**If you would like to provide feedback as a representative or member of the following groups, you may wish to consider these types of questions (governmental agencies/local government/communities/NGOs/private sector/business):**

1. Do you like how the team has described what social cohesion looks like (the strategic framework)? Why or why not? Is there anything missing?
2. Is this framework useful to you or your organisation? Why or why not?
3. What would this framework need to include to make it useful to you or your organisation?
4. What indicators do you think best measure the outcomes?

**If you would like to provide feedback as a member of the general public, you may wish to consider these types of questions:**

5. Does this framework describe what social cohesion means to you?
6. Is there anything missing?

You can provide your feedback by emailing, it is up to you if you would like to use the feedback form. Please send your feedback to [social\\_cohesion@msd.govt.nz](mailto:social_cohesion@msd.govt.nz). The closing date for feedback is **Friday 25 March 2022**.



## Section 2 – Enablers

### How to enable different groups to contribute to social cohesion (how everyone can play a part)

Cabinet has asked how communities, the business sector, the cultural sector, as well as central and local government can be supported to take more action to improve social cohesion in their communities. This includes specific ways different people, groups, and sectors can contribute.

While the strategic framework focuses on 'what' the vision is, this section focuses on 'who' can be involved and 'how' they can be supported to contribute.

This section is designed to help you understand who this framework may apply to, or how it may be useful to you or support your or your organisation's activities or goals.

#### Who can contribute?

Everyone has a part to play in strengthening social cohesion. Social cohesion happens in neighbourhoods, workplaces, playgrounds, homes, and virtual spaces.

To help structure this work, the Social Cohesion team will be using the following categories:

1. **Communities** – A group of people living in the same place or having a particular characteristic, attitude, or interest in common. They can be physical or virtual. There are often support people or representatives that help to organise and advocate on a communities' behalf. This includes many different structures ranging from informal clubs and committees, to charities and non-profit organisations. Whānau, hapu, iwi, and other forms of structures are included in this category. It also includes ethnic organisations, faith and inter-faith organisations, sports clubs, special interest advocacy groups, social service providers and rural communities.
2. **Business sector** – These are for-profit organisations. They can be small, medium, or large businesses including multi-national corporations operating in Aotearoa New Zealand. They will operate in different areas of life including hospitality, tourism, retail, agriculture, services, real estate, insurance, IT/technology, utilities, finance, etc.
3. **Cultural sector** – This includes the media system, and the arts, culture and heritage sector. For example, the screen industry, performance arts and museums.

**Table 4: Specific contributions**

		<b>Everyone</b>	<b>Central Government</b>
<b>Ways of strengthening social cohesion</b>	<b>Tackling all forms of discrimination at all levels</b>	<ul style="list-style-type: none"> <li>Identify and address discriminatory behaviour, policies and practices.</li> <li>Foster individual and organisational competency.</li> </ul>	<ul style="list-style-type: none"> <li>Consider where legislative / regulatory / policy changes are needed to support anti-discrimination.</li> <li>Fund services and programmes addressing discrimination.</li> </ul>
	<b>Fostering inclusive social norms that unite us and value diverse contributions</b>	<ul style="list-style-type: none"> <li>Provide leadership / promote inclusive social norms.</li> <li>Co-develop these social norms.</li> </ul>	<ul style="list-style-type: none"> <li>Leadership and coordination.</li> <li>Continue to create opportunities for dialogue with diverse communities.</li> <li>Co-design policy with diverse community input.</li> </ul>
	<b>Encouraging and facilitating positive interactions between diverse groups</b>	<ul style="list-style-type: none"> <li>Promote understanding of other cultures and identities.</li> </ul>	<ul style="list-style-type: none"> <li>Funding for positive inter-group interactions.</li> <li>Promote inter-group interaction at national level.</li> </ul>
	<b>Supporting people to participate at all levels and influence change</b>	<ul style="list-style-type: none"> <li>Participate in diverse community activities, creating strong, high-trust ongoing relationships.</li> <li>Become knowledgeable about NZ history and the Treaty of Waitangi.</li> </ul>	<ul style="list-style-type: none"> <li>Making consultation processes simpler / more effective / more coordinated.</li> <li>Support community capability.</li> <li>Work with community groups to develop policy.</li> <li>Value community time.</li> <li>Ensure information and opportunities to engage are accessible to all</li> </ul>
	<b>Improve equitable access to the determinants of wellbeing for all</b>	<ul style="list-style-type: none"> <li>Identify address inequities and gaps in accessibility.</li> <li>Remove barriers to access (i.e. physical premises, languages / interpreting, communication channels etc).</li> </ul>	<ul style="list-style-type: none"> <li>Assess impact on health and wellbeing in all decision and policy making.</li> <li>Identify gaps in service delivery.</li> <li>Provide funding for accessibility services (i.e. interpreters).</li> </ul>
	<b>Protect our society and environment for future generations</b>	<ul style="list-style-type: none"> <li>Embed environmentally sustainable practices into core activities / operations.</li> </ul>	<ul style="list-style-type: none"> <li>Make funding available for environment and conservation activities.</li> <li>Ensure legislation, regulations and policies are fit for purpose.</li> <li>Assess the impacts of policy on future generations.</li> </ul>

		<b>Local Government</b>	<b>Business</b>
<b>Ways of strengthening social cohesion</b>	<b>Tackling all forms of discrimination at all levels</b>	<ul style="list-style-type: none"> <li>Consider policy, procedures, and structural changes to governance that may be needed.</li> </ul>	<ul style="list-style-type: none"> <li>Consider how to make jobs more accessible to diverse groups.</li> <li>Consider accessibility of services / goods provided.</li> </ul>
	<b>Fostering inclusive social norms that unite us and value diverse contributions</b>	<ul style="list-style-type: none"> <li>Stronger relationships with central government, Iwi and local communities and business.</li> </ul>	<ul style="list-style-type: none"> <li>Value workforce diversity and create initiatives to support diversity.</li> <li>Support workers to get to know each other (whakawhānaungatanga).</li> </ul>
	<b>Encouraging and facilitating positive interactions between diverse groups</b>	<ul style="list-style-type: none"> <li>Promote inter-group interaction at local level.</li> <li>Funding for inter-group interactions / events</li> </ul>	<ul style="list-style-type: none"> <li>Seek out and promote dialogue and understanding with communities that may share different views</li> </ul>
	<b>Supporting people to participate at all levels and influence change</b>	<ul style="list-style-type: none"> <li>Simpler / more effective consultation at places and times that work for people.</li> <li>Outreach to 'hard to reach' communities /work with trusted community groups.</li> <li>Continuing to strengthen Māori representation in decision making.</li> <li>Reimagining youth involvement in Council decision-making.</li> <li>Support community capability.</li> </ul>	<ul style="list-style-type: none"> <li>Further engagement with employee networks and unions.</li> <li>Ensure all workers know their rights</li> <li>Support workers to engage in cultural/community/civic and family events.</li> </ul>
	<b>Improve equitable access to the determinants of wellbeing for all</b>	<ul style="list-style-type: none"> <li>Assess impact on health and wellbeing in all decision and policy-making.</li> <li>Identify gaps in service delivery.</li> <li>Provide funding for services that make services more accessible (i.e. interpreters).</li> </ul>	<ul style="list-style-type: none"> <li>Support wellbeing through equitable work conditions, such as the Living Wage, flexible working, allowing time to attend medical appointments. <ul style="list-style-type: none"> <li>Promote good pay and work conditions (such as flexible hours).</li> </ul> </li> </ul>
	<b>Protect our society and environment for future generations</b>	<ul style="list-style-type: none"> <li>Environmental and cultural / historic protection embedded into plans.</li> <li>Encourage and support community-driven conservation activities.</li> <li>Engage in Iwi-Council partnerships that prioritise the environment</li> </ul>	<ul style="list-style-type: none"> <li>Ensure policies and practices are sustainable and protect the environment.</li> <li>Support local community efforts to reduce waste and promote sustainability.</li> </ul>

		<b>Communities</b>	<b>Cultural sector</b>
<b>Ways of strengthening social cohesion</b>	<b>Tackling all forms of discrimination at all levels</b>	<ul style="list-style-type: none"> <li>• Advocate for communities</li> <li>• Support people experiencing discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhance digital inclusion – include education on risks and staying safe.</li> <li>• Challenge stereotypes / responsible reporting.</li> </ul>
	<b>Fostering inclusive social norms that unite us and value diverse contributions</b>	<ul style="list-style-type: none"> <li>• Create places/activities that foster belonging and reduce loneliness.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure positive reporting of diverse life experiences / population groups across all art and media.</li> </ul>
	<b>Encouraging and facilitating positive interactions between diverse groups</b>	<ul style="list-style-type: none"> <li>• Run and promote inter-group events at community level.</li> </ul>	<ul style="list-style-type: none"> <li>• Run and promote diverse events in the art / media space.</li> </ul>
	<b>Supporting people to participate at all levels and influence change</b>	<ul style="list-style-type: none"> <li>• Organise cultural, religious, leisure activities/</li> <li>• Organise input into consultation / advocacy.</li> <li>• More intentional collaboration (across NGO, government, philanthropic sectors) to maximise community voice.</li> </ul>	<ul style="list-style-type: none"> <li>• Tackle barriers to participation in the sector.</li> <li>• Provide more information about interacting positively with Deaf/hard of hearing people.</li> </ul>
	<b>Improve equitable access to the determinants of wellbeing for all</b>	<ul style="list-style-type: none"> <li>• Connect people to services and advocate on their behalf.</li> <li>• Continue to provide spaces and services that empower and support community.</li> </ul>	<ul style="list-style-type: none"> <li>• Improve and promote accessibility (child friendly, language, disability)</li> <li>• Have more accessible formats, including subtitles and NZSL interpretations.</li> </ul>
	<b>Protect our society and environment for future generations</b>	<ul style="list-style-type: none"> <li>• Organise community conservation activities.</li> <li>• Promotion and education activities that reduce the climate change for example waste minimisation, sustainable living and gardening.</li> </ul>	<ul style="list-style-type: none"> <li>• Highlight environmental issues</li> <li>• Support traditional knowledge preservation and promotion</li> </ul>

The Social Cohesion team has divided government into two tiers: Central government and Local government.

4. **Central government** - makes decisions affecting Aotearoa New Zealand as a whole. Runs housing, welfare, education, health, justice, immigration, the police, energy, the national road and rail systems, defence, foreign policy and public finances. It regulates employment, import and export, and workplace safety. It also levies personal income tax, business taxes, and GST (the goods and services tax that is added to almost all goods and services in Aotearoa New Zealand).
5. **Local government** – Local government is the closest level of government to communities. The statutory purpose of local government is to promote the social, economic, environmental, and cultural well-being of communities in the present and for the future. Councils play a critical role in placemaking and have responsibilities involving roading, housing, facilities and amenities, attractions, infrastructure, planning, emergency management, and local democracy services.

### **How can everyone contribute?**

This section provides a summary of the potential contributions each group could make. Table 4 below organises contributions by group/sector and by ways (the six ways of fostering social cohesion as set out in the framework), which are:

- tackling all forms of discrimination at all levels
- fostering inclusive behaviours (social norms) that unite us and value diverse contributions
- encouraging and facilitating positive interactions between diverse groups
- supporting people to participate at all levels and influence change
- improving equitable access to the determinants of wellbeing for all
- protecting our society and environment for future generations

Please note that there is a column for 'Everyone' meaning that there are some actions that may be common across all groups and sectors.

### **How can everyone be supported to contribute?**

In this section the Social Cohesion team identifies:

- **barriers:** what may prevent people or organisations from achieving their contribution to social cohesion. If these were addressed, then people or organisations would be able to contribute or could do more.

- **enablers / supports:** This is what would help to break down the barriers and help different groups contribute to social cohesion.

Table 5 below includes a summary of the key barriers and enablers/supports that have been identified. These are common barriers that apply to everyone. However, some may be more urgent for some groups or sectors. For example, for communities and small businesses, cost may be a bigger barrier than for central government.

**Table 5: Barriers and Enablers**

Barriers	Type	Enablers / Supports
<ul style="list-style-type: none"> <li>Lack of leadership articulating a shared vision or goal.</li> <li>This may impact some people's willingness to change (see below) if incentives are not in the right place.</li> </ul>	<p><b>Leadership / Shared purpose</b></p>	<ul style="list-style-type: none"> <li>Clear, regular, direct messaging promoting a shared purpose and call to action.</li> <li>This may help to empower people to work differently or commit resources.</li> </ul>
<ul style="list-style-type: none"> <li>There may be psychological, social, or other factors limiting individuals' willingness to contribute.</li> <li>Incentives / self-interest may be in maintaining the status quo.</li> <li>Fear of change, failure or criticism may be a limiting factor.</li> </ul>	<p><b>Willingness</b></p>	<ul style="list-style-type: none"> <li>Other enablers in this table may help address this barrier (for example, leadership, training, resources).</li> <li>Legislation and enforcement may be enabler in certain contexts.</li> </ul>
<ul style="list-style-type: none"> <li>For communities and/or small businesses, accessing funding can be complex, competitive, time-consuming.</li> <li>Local and central government are constrained by competing priorities and revenue raising channels.</li> </ul>	<p><b>Resourcing</b></p>	<ul style="list-style-type: none"> <li>Simpler, quicker, higher-trust funding processes would enable communities to deliver services and run social cohesion-related activities.</li> <li>Access to funding, or reduced costs, may help businesses, in particular small businesses, invest more or do things differently.</li> </ul>
<ul style="list-style-type: none"> <li>Non-governmental stakeholders may struggle to influence change due to lack of relationships or power to influence through existing consultation or decision-making processes.</li> </ul>	<p><b>Relationships / Collaboration</b></p>	<ul style="list-style-type: none"> <li>Deeper and better coordinated engagement and participatory processes in government. Involve communities in design and local decision-making processes.</li> <li>Devolve decision-making where possible.</li> <li>Build ongoing relationships to foster trust and collaboration.</li> </ul>
<ul style="list-style-type: none"> <li>Often organisations may just not know how to do things different or more effectively.</li> <li>Access to skills and expertise can be a barrier. Communities often rely on volunteers.</li> <li>Language can be a barrier.</li> </ul>	<p><b>Knowledge / Capability</b></p>	<ul style="list-style-type: none"> <li>Local and central government capacity to engage and partner local communities.</li> <li>Capacity and capability building for communities and businesses to contribute. This can include cultural, technological, financial, professional capabilities.</li> </ul>



## **The Social Cohesion team wants to hear from you**

These summaries are 'starters' setting out what communities have told us. They are not government policy nor the final material that the team will deliver to Cabinet. The team wants to hear from you: what would you add or change?

The questions below may help guide your input. These are also in the feedback form at the end of this document. The Social Cohesion team especially want to hear from members of the groups and sectors in the tables.

### **Questions:**

6. Do you agree with the way the Social Cohesion team have talked about the key groups and sectors?
7. Do you agree with what we have said about the contributions that different groups or sectors could make Are there any missing?
8. Do you think the Social Cohesion team has identified the most critical barriers that stop different groups and sectors contributing to social cohesion? Why or why not? Are there any missing?
9. Has the Social Cohesion team identified the most effective supports or enablers? Why or why not? Is there anything missing?

You can provide your feedback by emailing, it is up to you if you would like to use the feedback form. Please send your feedback to [social\\_cohesion@msd.govt.nz](mailto:social_cohesion@msd.govt.nz). The closing date for feedback is **Friday 25 March 2022**.

## Section 3 – Tangible Government Actions

### Background information on tangible Government actions

As a reminder, one of the recommendations by Cabinet directed us to work with communities to provide advice to Government on how we can:

*"Build on the Government's existing work programme through tangible government actions in the short-, medium- and long-term to improve social cohesion".*

### What do we mean by "short-, medium-, and long-term"?

- **Short-term**
  - Actions that are taken in one to two years:
    - These tend to be actions that government agencies have already planned to do or are achievable with the existing resources
    - For example, these may include the establishment of new grant funds, establishing and running programmes, or implementing legislation that has been passed
  - As a result of those actions, you would expect to see:
    - attitude change
    - increased skill-level
    - motivation
- **Medium-term**
  - Actions taken in two to five years:
    - These are actions that are larger programmes, may involve more steps or more coordination. They include actions to address system change. They will take more time to get right. E.g., a medium to long-term action of the Welfare Overhaul is to reset the foundations of the welfare system;
  - As a result of those actions, you would expect to see:
    - Increased capacities
    - Changes in practice
    - Decision-making polices
    - Social action

- **Long-term**

- Actions are in five years+:

- These actions tend to be more ambitious and could take much longer times, including more than one generation to achieve. The actions can also be changing the way institutions work and work with each other, or the way society responds to an issue. For example, the long-term actions of Kia Manawanui, the ten-year roadmap for transforming Aotearoa New Zealand's approach to mental wellbeing, is to embed changes to give effect to a joined-up, cross-sector and people- and whānau-centred approach, with a strong focus on learning and adjusting activities as we build our understanding and evidence base, including mātauranga Māori natural taonga, our economy and primary sector.

## **What does "tangible" mean?**

"Tangible" actions are actions you can see and notice. They are clear, real and definite.

The aim is to provide a package of actions that the Government could take to improve cohesion. These will be a very wide range of policies across a large number of areas, where we can build in more belonging in all the work that Government does (for example, health or education settings).

## **What has the Social Cohesion team done so far?**

The Social Cohesion team has talked with many people and communities and collected a range of actions that people think the government can take. Below are the themes the communities suggested:

- tackling discrimination in Aotearoa New Zealand
- transforming the education system and curriculum
- transforming Government structures, systems and processes
- empowering and supporting young people and children
- empowering and enabling communities
- recognising Māori and Tino Rangatiratanga
- inclusive immigration policy
- environmental sustainability
- addressing welfare issues and inequities
- improving the health and wellbeing of Aotearoa New Zealand

The Social Cohesion team is identifying what actions are already in progress and where there may be gaps that, if filled, could foster social cohesion.

So far, they have found that there is already a lot of work underway in all the theme areas, however they consider that there is some value in providing a more co-ordinated and joined approach to Government's work.

## **The Social Cohesion team wants your feedback**

At this development stage of the policy products, the team wants to hear your initial views on their approach to tangible Government actions. The questions below may guide your input. These are also in the feedback form at the end of this document.

10. Are there any more themes the Social Cohesion team should consider?
11. Which themes should Government prioritise?
12. Which theme areas need a more coordinated Government approach? And why?

## Section 4 – Feedback form

You can provide your feedback by emailing, it is up to you if you would like to use the feedback form. You can email your completed form to the Social Cohesion team at [social\\_cohesion@msd.govt.nz](mailto:social_cohesion@msd.govt.nz). Please send this to the team by **Friday 25 March 2022** so that they can include your feedback in the final products.

### Feedback about the framework

*Please fill in this table if you are giving your feedback **as a representative or member of a government agency, local government, community group, non-government organisation, private sector organisation, or business.***

Does the framework align with your, or your organisation's understanding of social cohesion and how social cohesion can be strengthened?
Why or why not?
Is there anything missing in the framework?
Is this framework useful to you or your organisation?
Why or why not?
What does the framework need to include, to make it useful to you or your organisation?

What indicators do you think best measure the outcomes? Are there any others you would like to see added?

*Please fill in this table if you are giving your feedback as **a member of the general public.***

### **Feedback about the Framework**

Does this framework describe what social cohesion means to you?

Why or why not?

Is there anything missing in the framework that you would like to see?

### **Feedback about Enablers**

Do you agree with the way the Social Cohesion team has categorised the key groups and sectors?

If not, what changes would you suggest?

Do you agree with the specific contributions to social cohesion that different groups or sector could make in the summaries? Are there any missing?

Do you think the Social Cohesion team has identified the most critical barriers that impact the ability of different groups and sectors to contribute to social cohesion?

Why or why not?

Are there any critical barriers missing? If so, what are they?

Has the Social Cohesion team identified the most effective supports or enablers that would help different groups and sectors to contribute to social cohesion?

Why or why not?

What do you think is missing that should be included?



## Feedback about tangible actions

Are there any themes not in the list that the Social Cohesion team should consider?

Which themes should Government prioritise?

Which themes need a more coordinated government approach and why?

Thank you for taking the time to share your thoughts with us. Please email completed form to the Social Cohesion team at [social\\_cohesion@msd.govt.nz](mailto:social_cohesion@msd.govt.nz) by **Friday 25 March 2022** so that they can include your feedback in their work.

Ngā mihi nui.

The Social Cohesion Team