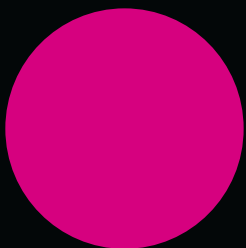
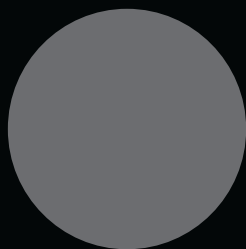
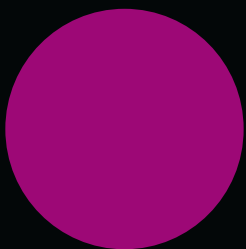
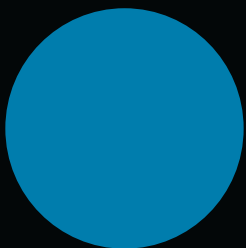


# Christchurch MULTICULTURAL STRATEGY

TE RAUTAKI MĀTĀWAKA RAU

2017–2021

*Our Future Together  
Te Kohao Pounamu*



Christchurch  
City Council





Tēnei mātou, ngā uri whakaheke o Tahu Pōtiki  
e noho tūturu nei mō ngā tau waru rau. Tēnei hoki  
e tuku mihi atu ki tēnā iwi, ki tēnā iwi, mai i tēnā whenua, i  
tēnā whenua o ngā hau e whā. Tēnā koutou.

Nō te tau kotahi mano, waru rau, toru tekau ki nāia tonu nei, ka  
tukuna te reo whakatau ki ngā iwi kua eke ki runga nei. E ai ki te  
whakatauākī a te Ūpoko o Ngāi Tū Āhuriri, 'kia atawhai ki te iwi'.

Nāia te reo o Mihi ki ngā tāngata nō tāwāhi, nō tuawhenua  
kua tau nei ki Ōtautahi, ki te papa tūwhenua o Kā Pākihi  
Whakatekateka o Waitaha. Kei raro i te maunga tipua o  
Aoraki me ngā pae maunga o Kā Tiritiri o te Moana.

Ka tau, ka tau ki kōnei i raro i te manaakitanga o te toka  
tū moana o Ngāi Tahu me Te Kaunihera o Ōtautahi.

Ngāi Tahu have resided on these lands for more than 800 years, and  
since 1830 have welcomed all people to our lands and held true to the  
values instilled in the proverb, 'kia atawhai ki te iwi' / 'Care for the  
people' expressed by Pita Te Hori, Ūpoko of Ngāi Tū Āhuriri. Today, we  
continue to uphold these values when welcoming all those who now call  
Ōtautahi/Christchurch home — no matter where you've come from.

*May you feel safe, under the guidance and support of  
Ngāi Tahu and Christchurch City Council.*

**Welcome!**

# MESSAGE FROM THE MAYOR



Mayor of Christchurch,  
Hon Lianne Dalziel

E te tī, e te tā kua tatū mai nei ki tēnei whenua haumako.  
Nau mai, nau mai, haere mai.

Each one of us made a journey or has ancestors who did, to make New Zealand home — by waka, by ship or by plane. It is that journey that we all have in common, and it is one of the foundation stones of our nation.

There is a story behind each of those journeys — what brought us or our ancestors to settle here. It is in sharing those stories that enables us to build understanding and enduring relationships. And it is the culmination of those stories that adds another chapter to our history as a nation.

*Our Future Together* affirms our city's commitment to all people whether your connections to Christchurch go back generations or whether you have just arrived. You will find these expressions within *Our Future Together* which speak to the Māori values that embrace our multicultural society:

**Ngā Pou Haumarū — the sheltering mountains — the land**

*A safe place where people are welcomed into, where each person is cared for and Rangatiratanga is respected.*

**Te Wairua Rāhiri — The welcoming spirit — the home people**

*A commitment to welcoming all who arrive to Otautahi with aroha and manaakitanga. A commitment to reciprocity when given such a welcome.*

**Te Waka Eke Noa — A purpose and model — the canoe we all are part of**

*An environment we can access where we can achieve common goals and understand the importance of working together.*

As a city we want people from all backgrounds to be actively involved in every aspect of what we do. The five-year implementation plan outlines what we want to achieve.

I thank Councillor Jimmy Chen and the Multicultural Working Party for leading the development of this Strategy.

Nō reira tēnā koutou, tēnā koutou, tēnā ra tātou katoa.

A handwritten signature in black ink, reading "Lianne Dalziel", with a long horizontal flourish underneath.

# MESSAGE FROM THE CHAIR



Councillor Jimmy Chen,  
Chair of Christchurch City  
Council's Multicultural  
Working Party

E nga iwi, e nga mana, kia ora koutou. Tena koutou,  
tēnā koutou, tēnā koutou, tēnā koutou katoa.

My name is Jimmy Chen, and I am a Christchurch City Councillor. I settled in Christchurch with my family (my wife and two daughters) in 1996. I was born in Taiwan, a beautiful country of mountains and rivers. My father was born in Sichuan, and my mother was born in Hubei. Both moved to Taiwan in 1949, so our family story is an immigration one.

各位基督城的居民大家好

我是基督城市議員陳金龍,我和我的家人(我太太和兩位女兒)於一九九六年定居基督城。我在台灣出生,那是一個美麗的地方,有山有水。我父親在四川出生,我母親在湖北出生,他們在一九九四年定居台灣,所以我們家是一個移民家庭。

As Chair of Christchurch City Council's Multicultural Working Party, it has been a privilege to lead the development of the Multicultural Strategy.


The Strategy was developed with input from the community and affirms the Council's strong desire to make Christchurch a place where diversity is welcomed and celebrated.

Christchurch is home to about 370,000 people from various backgrounds and ethnicities. Christchurch residents have different cultures, ideas, customs, languages, food, world views and experiences. We are all different yet we are all united as Christchurch is our home.

Regardless of our backgrounds, we want the same things. We want to live in an environment in which we can thrive, and to have fair access to what Christchurch has to offer.

Whether people have lived in Christchurch all their lives or have arrived to stay for weeks, months or years it is our responsibility to make sure everyone feels welcomed and a part of our richly diverse city.

A handwritten signature in black ink that reads "Jimmy Chen". The signature is fluid and cursive, written in a professional style.



“ Each one of us made a journey or has ancestors who did, to make New Zealand home — by waka, by ship or by plane. It is that journey that we all have in common, and it is one of the foundation stones of our nation. ”

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# TE TIRITI O WAITANGI AND A MULTICULTURAL FUTURE

Te Tiriti o Waitangi/The Treaty of Waitangi is the founding document for this country and forms part of New Zealand's constitution. New Zealand is the only nation in the world with a Treaty that sets out a framework for positive relationship between the indigenous peoples of Aotearoa/New Zealand and those of European colonial origin. The Treaty is also the first document to deal with citizenship.

Te Tiriti/The Treaty confirmed the government's right to govern on the condition that Māori preserved their chieftainship over their properties, estates, forests, fisheries and all taonga (treasures).

All cultures are valued for the contributions they bring. Everybody has rights and responsibilities as citizens of New Zealand, however the Treaty also affords Māori a dual set of rights as tangata whenua (people of the land). Therefore it is important to recognise that New Zealand is a multicultural society underpinned by foundations of Te Tiriti and establishing ongoing relationships between Maori and the Crown.





# EXECUTIVE SUMMARY

*Our Future Together* recognises that the Council has a leadership role in making Christchurch a city where diversity is welcomed and celebrated. This Strategy outlines what the Council can do in terms of improving service delivery, upskilling the internal organisation and developing authentic relationships to achieve the outcome of a diverse, inclusive and welcoming city.

This Strategy acknowledges Ngāi Tahu are mana whenua — the indigenous people of our area in Christchurch, and that Te Tiriti o Waitangi is the foundation document of New Zealand.



**The  
Strategy's  
vision is:**

*Aroha ki te whenua, te tūāpapa o te manaaki. Kia atawhai ki te iwi.*

*Love and respect to the land, which is the foundation of hospitality.*

*Care for the people.*

*Ōtautahi Christchurch is an inclusive multicultural and multilingual city that honours Te Tiriti o Waitangi and values our environment*

*– a city where all people belong.*

*Our Future Together* was developed in partnership with community leaders and seeks three outcomes:

**1. Ngā Pou Haumarū – The sheltering mountains – the land**

A safe place that people are welcomed into, where each person is cared for and Rangatiratanga is respected.

**2. Te Wairua Rāhiri – The welcoming spirit – the home people**

A commitment to welcoming all who arrive to Ōtautahi with aroha and manaakitanga. A commitment to reciprocity when given such a welcome.

**3. Te Waka Eke Noa – A purpose and model – the canoe we all are part of**

An environment we can access where we can achieve common goals and understand the importance of working together.

These outcomes are supported by a set of goals and actions. Priority actions are outlined in this Strategy. The Council will develop a five-year implementation plan with the community which will contain these actions and targets.

The goals and actions build on the work already undertaken by the community, Council and its partners to celebrate the diversity of all cultures, faiths and ethnicities in this city.

The Council will:

- monitor implementation of the Strategy across the Council with the community, and
- publish an annual Diversity and Inclusion report.

# BACKGROUND

Purpose of Document	This document outlines the key features of the Multicultural Strategy.
Multicultural – definition	To embark upon, or continue on a journey towards increased understanding and acceptance of the myriad of cultures one is immersed in locally, nationally and internationally with the goal of integration and celebration. To be Multicultural requires great depth of understanding and acceptance of culture in its many unique manifestations, and the application of such acceptance.
What is a Multicultural Strategy?	This Multicultural Strategy is a commitment by Christchurch City Council to support and embrace the diversity of the people in Ōtautahi/Christchurch. A Multicultural Action Plan will be developed to support the Strategy. The Action Plan will contain a range of actions that the Council will implement over a five-year period to 2021.
Who is the Strategy for?	Everyone who lives in Ōtautahi/Christchurch.
Why is the Council developing a Multicultural Strategy?	Ōtautahi/Christchurch is a multicultural city. The Council wants to lead the city in the benefits of a multicultural society and becoming a place where everybody is respected and accepted. The Council has a responsibility to ensure its services are accessible to all and that everyone can participate in the city's democratic processes.
How was the Multicultural Strategy developed?	The Strategy was created in partnership with leaders from the wider community. A Multicultural Working Group was established in mid-2015. Membership of the group was made up of elected members and community representatives. The Council consulted the community on a draft of the Multicultural Strategy in July 2016.
Christchurch's Cultural Diversity at a Glance	Ōtautahi/Christchurch is a city of many ethnicities, cultures and beliefs. The 2013 Census tells us that 19 per cent of Canterbury's population was born outside New Zealand and that 21 per cent spoke a language in addition to English. Christchurch's population is growing and this growth will include people from a range of different communities. More detail on diversity is in Appendix A.
Strengths of a diverse society	Diversity is a great strength for Ōtautahi/Christchurch. Having people from diverse backgrounds living in Ōtautahi/Christchurch brings economic and social benefits. The city's increased diversity provides an opportunity to promote Ōtautahi/Christchurch as a welcoming and vibrant city for tourists, investors, international students and new residents. The social benefits for Ōtautahi/Christchurch people include increased creativity and resilience (the ability to cope with change). Diversity makes Ōtautahi/Christchurch a more interesting place to be.

Challenges of a diverse society	<p>Some people experience challenges from living in a diverse society including:</p> <ul style="list-style-type: none"> <li>• Uncertainty about how to communicate and connect with people from different cultures.</li> <li>• Social isolation for some within diverse communities.</li> <li>• Stress for some children and young people from “living in two worlds”.</li> <li>• Racism and discrimination.</li> <li>• Difficulty accessing information and services and participating in public decisions.</li> </ul>
Role for the Council	<p>The Council endorses the Human Rights Commission’s statement that: <i>“We celebrate and promote diversity and aim to break down barriers to racial and ethnic equality in New Zealand society”</i>. It also commits to adhere to the values of Te Tiriti o Waitangi. These values are <i>Respect, Understanding, Recalibration, Unity and Harmony</i>. The Council has a leadership role to encourage all residents to celebrate the benefits of a diverse society and to overcome the challenges. The Multicultural Strategy outlines the steps the Council will take. The Strategy links to the following Council’s community outcomes:</p> <ul style="list-style-type: none"> <li>• Cultural and ethnic diversity is valued and celebrated.</li> <li>• Arts and culture thrive in Ōtautahi/Christchurch.</li> <li>• People have strong social networks.</li> <li>• People are actively involved in their communities and local issues.</li> <li>• Ōtautahi/Christchurch is recognised as a great place to work, live, visit, invest and do business.</li> </ul> <p>The Multicultural Strategy will build on the Council’s current approach which includes:</p> <ul style="list-style-type: none"> <li>• Promoting the diversity of cultures and languages in the city through its libraries.</li> <li>• Celebrating cultures through local and citywide cultural events promoting the diversity of Ōtautahi/Christchurch people.</li> <li>• Funding that supports diverse communities’ social connections, cultural celebrations, and reduce barriers to participation in all aspects of city life.</li> <li>• Promoting diversity in the workplace by providing diversity training to its employees.</li> <li>• Empowering communities through community development work.</li> </ul>

# THE MULTICULTURAL STRATEGY

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## Strategy Vision

*Aroha ki te whenua, te tūāpapa o te manaaki. Kia atawhai ki te iwi.*

*Love and respect to the land, which is the foundation of hospitality. Care for the people.*

*Ōtautahi Christchurch is an inclusive multicultural and multilingual city that honours Te Tiriti o Waitangi and values our environment – a city where all people belong.*

---

## Strategy Principles

The principles that guide the implementation of the Multicultural Strategy are:

- The Treaty of Waitangi is New Zealand's foundation document.
  - The Treaty gives us an opportunity to share this land and to recognise that the concept of manaakitanga is critical.
  - Ngāi Tahu hold manawhenua in the Greater Christchurch area and their manaaki extends to new settlers as an important aspect of our community.
  - Diversity is one of Ōtautahi/Christchurch's strengths.
  - Everyone in Ōtautahi/Christchurch has cultural and linguistic heritage to celebrate.
  - Everyone is to be treated with respect.
  - Authentic relationships between the Council and communities are essential for the Strategy's success.
  - Communities can best identify their needs, aspirations and the responses needed.
  - The Council will take action with the community.
  - Communities and individuals cannot be reduced to labels or stereotypes. Within a community there will be a variety of cultural practices, traditions and ways of being.
  - Individual identity is made up of many different elements, of which culture and language are two.
  - There is no place in Christchurch for racism and discrimination.
-

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## Strategy Outcomes

- 1. Ngā Pou Haumarū – The sheltering mountains – the land**  
A safe place that people are welcomed into, where each person is cared for and Rangatiratanga is respected.
- 2. Te Wairua Rāhiri – The welcoming spirit – the home people**  
A commitment to welcoming all who arrive to Ōtautahi with aroha and manaakitanga. A commitment to reciprocity when given such a welcome.
- 3. Te Waka Eke Noa – A purpose and model – the canoe we all are part of**  
An environment we can access where we can achieve common goals and understand the importance of working together.

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## Strategy Goals

1. The Christchurch City Council is an inclusive and diverse organisation which reflects, understands and responds to the diversity of individuals and communities it serves.
2. All communities have equitable access to Council services and resources.
3. All residents are able to participate in Council decision-making.
4. Christchurch is a city of cultural vibrancy, diversity, inclusion and connection.



# THE MULTICULTURAL STRATEGY (CONTINUED)

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## Strategy Actions

Priority actions are outlined in this Strategy. The Council, in consultation with the community, will develop a five-year action plan to design and deliver appropriate actions to achieve the Strategy's goals.

**Goal 1: Christchurch City Council is an inclusive and diverse organisation that reflects, understands and responds to the diversity of the individuals and communities it serves.**

### Priority Actions

#### **Highlight, promote and grow diversity and inclusion in the Council**

- Promote a culture of diversity and inclusion in position descriptions and staff development programmes.
- Ensure internal policies embed the principles of the strategy and assist the Council to become a more diverse and inclusive employer.
- Continue recruitment and retention that encourages participation of under-represented groups in the Council's workforce.
- Continue to deliver cultural awareness training for Council staff.
- Support and promote the ethnic and linguistic diversity of Council staff.
- Perform a diversity assessment or audit and implement any recommendations.

#### **The Council builds and maintains relationships with all communities and their organisations**

- Build and maintain relationships with an inclusive network of leaders in the wider community, from diverse communities and different backgrounds, to strengthen the connections between all communities and the Council.
  - Communicate in a culturally appropriate way with all communities, following appropriate tikanga and cultural
-



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## Strategy Actions (cont.)

customs, respecting each community's values, following appropriate communication channels, allocating enough time to communicate and engage with all communities.

### **Goal 2: All communities have equitable access to Christchurch City Council's services and resources.**

#### Priority Actions

#### **Identify and remove barriers to access Council facilities, events, services and processes experienced by people because of their identity, cultural or linguistic backgrounds**

- Inform all communities about the role of the Council and the services available to them.
- Investigate whether existing Council services and information meet the needs of all its communities.
- Where possible the Council co-design services with a diverse range of users from different communities.
- Use focus groups to test Council communications with people from culturally diverse backgrounds, including the Council's own diverse staff, and other communities of identity to ensure information is easy to understand.
- Events, festivals and community meetings provide Council with the opportunity to authentically engage with the wider community.

### **Goal 3: All residents are able to participate in Council decision-making.**

#### Priority Actions

#### **Enable and promote participation in civic life and public decision-making by people from all communities.**

- Design, with culturally diverse communities, targeted civic engagement programmes (e.g. accessible electoral roll enrolment, information about local body elections programmes) to improve access to and participation in civic life and democratic processes.

# THE MULTICULTURAL STRATEGY (CONTINUED)

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## Strategy Actions (cont.)

- Support the empowerment of disadvantaged groups of residents to develop their own skills, resources and cohesion within their own communities.
- Research and consult on possible solutions to reducing barriers to running for local public office for those from under-represented communities.
- Harness existing skills, knowledge and expertise that exists within diverse communities.

## Goal 4: Ōtautahi/Christchurch is a city of cultural vibrancy, diversity, inclusion and connection.

### Priority Actions

#### **Celebrate and foster cultural and linguistic diversity of all Christchurch peoples**

- Support events and initiatives including assistance with promotion and marketing for the maintenance and exchange of cultures and languages in Christchurch, including language weeks.
- Give greater exposure to cultural and linguistic diversity of people of Christchurch, through all Council publications and channels.

#### **Inform the wider community about the value of diversity in Christchurch**

- Promote and raise awareness of the benefits of Christchurch's diverse community including through publications that tell the stories of all people and communities.
- Acknowledge the contributions of people from different communities in Christchurch.
- Promote a positive relationship among all people of Christchurch, including education on human rights legislation, discrimination and racism.

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## Strategy Actions (cont.)

### **Strengthen and connect all Christchurch people and communities**

- Work with community leaders to identify and respond to emerging community needs.
- Support the programmes and other work undertaken by communities that seek to strengthen and/or connect Christchurch people and communities and celebrate what we have in common.
- Create, deliver or support programmes for those at risk of social isolation.
- Create, deliver or support programmes to engage young people and enable them to contribute socially and economically to Christchurch.
- Connect leaders from different communities.

### **Advocate about the needs of diverse communities**

- Provide submissions, in consultation with Christchurch's communities, to central government reviews and enquiries on the needs of diverse communities.
- Advocate through local, regional and national networks for the needs of diverse communities.

### **Leadership**

- Link to national activities in the areas of discrimination and racism.
- Take a leadership role in ensuring all communities feel safe and accepted in Christchurch, and preventing and responding to racism.
- Together with local communities and partners, research and implement programmes that promote equity of access, participation and inclusion for all.
- Share lessons learnt and best practice with local, regional, national and international communities.





“ The city’s increased diversity provides an opportunity to promote Ōtautahi/Christchurch as a welcoming and vibrant city for tourists, investors, international students and new residents. ”

# IMPLEMENTATION

The Council, in consultation with the community, will develop a five-year implementation plan including the priority actions and other actions as identified. The plan will include targets and indicators to measure success. Implementation of the plan will commence in 2017.

The plan will be implemented in stages, with a steering group of Council managers and champions guiding and supporting the implementation consistently over time and across the organisation.

The Council will gradually integrate this Strategy into Council plans and activities, and will include indicators of success in the workplans of Council Units.

The Council will learn as it implements and adapt the implementation of this Strategy as needed. The Council will conduct regular reviews in collaboration with the community and Council partners to respond to the needs and challenges of Christchurch as they present themselves.

The Council will budget new actions in the plan through future years' Annual Plan processes.

The extent to which the Strategy is implemented will depend on decisions made in the Council's Long Term Plan and Annual Plan processes, as balanced against other Council projects and services.

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## Monitoring and reporting on progress

The Council will:

- Keep the community updated and involved in monitoring implementation.
- Monitor the uptake of the Strategy's outcomes and principles in the Council's policies, plans and activities.
- Measure and report on progress on the Multicultural Strategy goals yearly in a Diversity and Inclusion report to the Council or one of its Committees.
- Collect information about people using Council services, facilities and processes, to measure progress made in achieving equitable access to Council services, facilities and processes.
- Include progress on Council staff diversity targets into the yearly Diversity and Inclusion report.
- Establish a Multicultural Advisory Group at a governance level (similar to the Disability Advisory Group) to advise the Council on issues related to the principles and goals of this Strategy.

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## Further information

For further information please contact the Council on (03) 941 8999 and ask for the Council's Multicultural Advisor.

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“ The Council has a leadership role to encourage all residents to celebrate the benefits of a diverse society and to overcome the challenges. ”



# APPENDICES

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Appendix A:  
Christchurch Demographic

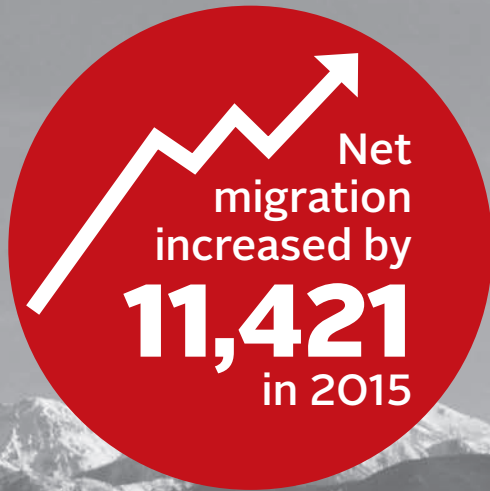
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Appendix B:  
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Appendix C:  
Acknowledgements

# APPENDIX A: CHRISTCHURCH DEMOGRAPHIC



**367,800**

Estimated population of  
Christchurch 2015



## Birthplace

of greater Christchurch  
residents who moved to  
New Zealand after 2011

<b>2085</b>	England
<b>1320</b>	China
<b>1080</b>	Philippines
<b>942</b>	India
<b>915</b>	Australia
<b>867</b>	Ireland

## Languages spoken

English	312,849
Chinese languages	10,386
Māori	5943
French	4440
Samoan	3717
German	3318
Japanese	2910
Korean	2808
Spanish	2331
Tagalog	2295
Dutch	2268
Hindi	2031
NZ Sign Language	1857



# APPENDIX B: GLOSSARY

**Aroha** – To love, feel pity, feel concern for, feel compassion, empathise.

**Aroha ki te whenua te tūāpapa o te manaaki. Kia atawhai ki te iwi** – love and respect to the land which is the foundation of hospitality. Care for the people.

**Bi-cultural** – Refers to any two cultures and describes a capacity to operate in both those cultures. The relationship between Māori and the Crown in New Zealand defines us as a bi-cultural nation first, however interwoven is our history and journey towards multiculturalism.

**CCC** – An acronym for the Christchurch City Council.

**Culture** – Culture is what holds a community group together giving a common framework of meaning. It includes how people communicate with each other, how we make decisions, how we structure our families and how we think is important. It expresses our values towards land and time, and our attitudes towards work and play, good and evil, reward and punishment.

Culture is preserved in language, symbols and customs and celebrated in art, music, drama, literature, religion and social gatherings. It constitutes the collective memory of the people and the collective heritage which will be handed down to future generations.

*Source: Waitangi Consultancy Group.*

**Ethnicity** – Describes the cultural, social and ancestral affiliation that a person has. This is different from nationality or citizenship, although sometimes the same terms are used to describe both. Ethnicity is self-perceived and people can have more than one ethnicity. *Source: Robert Didham for Network Waitangi.*

**Human Rights Commission** – The Human Rights Commission offers a free, informal enquiries and complaints service to deal with discrimination and racial and sexual harassment issues.

**Mana Whenua** – Territorial rights, power from the land, authority over land or territory, jurisdiction over land or territory - power associated with possession and occupation of tribal land. The tribe's history and legends are based in the lands they have occupied over generations and the land provides the sustenance for the people and to provide hospitality for guests.

**Manaakitanga** – Hospitality, kindness, generosity, support – the process of showing respect, generosity and care for others.

**Māori** – Native, indigenous, fresh (of water), belonging to Aotearoa/New Zealand, freely, without restraint, without ceremony, clear, intelligible.

**Multicultural** – To embark upon, or continue on a journey towards increased understanding and acceptance of the myriad of cultures one is immersed in locally, nationally and internationally with the goal of integration and celebration. To be Multicultural requires great depth of understanding and acceptance of culture in its many unique manifestations, and the application of such acceptance.

**Multicultural(ism)** – Multiculturalism is the sense of an equal celebration of ethnic, religious, cultural and linguistic backgrounds. Multiculturalism recognises and promotes the cultural and ethnic diversity of our society, and acknowledges the freedom of all members of society to preserve, enhance and share their cultural heritage. Multiculturalism is a fundamental characteristic of New Zealand's heritage and identity, and it provides an invaluable resource in the shaping of New Zealand's future.

**Ngā Pou Haumarū** – (Reference to) The Sheltering Mountains, the land. A safe place where people are welcomed into, where each person is cared for and Rangatiratanga is respected.

**Ngāi Tahu** – Tribal group of much of the South Island, sometimes called Kāi Tahu by the southern tribes.

**Ōtautahi** – (Location) Christchurch, New Zealand.

**Pākehā** – English, foreign, European, exotic – introduced from or originating in a foreign country.

**Rangatiratanga** – Chieftainship, right to exercise authority, chiefly autonomy, chiefly authority, ownership, leadership of a social group, domain of the rangatira, noble birth, attributes of a chief.

**Taonga** – (1.) Property, goods, possessions, effects. (2.) Treasure, anything prized – applied to anything considered to be of value including socially or culturally valuable objects, resources, phenomenon, ideas and techniques.

**Te Kohao Pounamu** – A statement highlighting unity and future direction, a place where all come together as one, Our Future Together.

**Te Rautaki Mātāwaka Rau** – Multicultural Strategy

**Te Tiriti o Waitangi** – The Treaty of Waitangi, National founding document signed by representatives of the British Crown and various Maori chiefs.

**Te Waka Eke Noa** – (Reference to) A purpose and model, the canoe we are all part of. An environment we can access and where we can achieve common goals, and understand the importance of working together.

**Te Wairua Rāhiri** – (Reference to) The Welcoming Spirit, the home people. A commitment to welcoming all who arrive to Ōtautahi with aroha and manaakitanga. A commitment of reciprocity when given such a welcome.







“ Culture is preserved in language, symbols and customs and celebrated in art, music, drama, literature, religion and social gatherings. ”



# APPENDIX C: ACKNOWLEDGEMENTS

## Thank you to key contributors:

Multicultural Working Party members:

- Mastura Abd Rahman, Hagley Community College
- Zhyian Basharati, Canterbury Refugee Council
- Lana Hart, Canterbury Employers' Chamber of Commerce
- Weng Kei Chen, Christchurch Multicultural Council
- Patrick O'Connor, PEETO – The Multicultural Learning Centre
- Katherine Peet, Network Waitangi Ōtautahi
- Josiah Tualamali'i, PYLAT Council – Pacific Youth Leadership and Transformation
- Ekant Veer, University of Canterbury
- Councillor Jimmy Chen
- Councillor Yani Johanson
- Councillor Glenn Livingstone
- Councillor Andrew Turner

Interagency Network for Migrants and Refugees (INFoRM)

Community leaders

Christchurch City Libraries Va Pasifika group

Christchurch City Libraries staff

Christchurch City Council Pacific Staff forum

Ministry of Education

Ministry of Pacific Peoples

Office of Ethnic Communities

Community and Public Health

Pegasus Health

Christchurch Resettlement Services

Red Cross

Canterbury Migrant Centre

Christchurch Multicultural Council

University of Canterbury

