



Proactive Release

The following Cabinet paper has been proactively released by the Department of the Prime Minister and Cabinet, on behalf of Rt Hon Jacinda Ardern, Prime Minister; Hon Chris Hipkins, Minister of Education; and Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities:

Continuing Action to Improve Social Inclusion

The following documents have been included in this release:

Title of paper: Continuing Action to Improve Social Inclusion (CAB-20-SUB-0513 refers)

Title of minute: Continuing Action to Improve Social Inclusion (CAB-20-MIN-0513 refers)

These documents have been released in full without redactions.

~~In Confidence~~

Office of the Prime Minister

Office of the Minister of Education

Office of the Minister for Diversity, Inclusion, and Ethnic Communities

Chair, Cabinet Business Committee

CONTINUING ACTION TO IMPROVE SOCIAL INCLUSION

Proposal

1. This paper seeks \$32.633 million of funding from the Emerging Priorities Fund for seven initiatives that will enable the Government to continue to take action to improve social inclusion and cohesion in New Zealand communities. These initiatives will benefit all New Zealanders, with a focus on providing opportunities and support for our diverse communities, while working to increase feelings of safety and reduce experiences of discrimination and racism for everyone in New Zealand.

Relationship to government priorities

2. The proposals within this paper contribute to the Government's priority to lay the foundations for a better future and create a fairer, more equitable New Zealand. We are focused on addressing the long-term underlying issues to enable individuals, families and communities to be safe and prosperous.
3. The initial Social Inclusion work programme was developed in response to calls from the community following the 15 March 2019 Terror Attack and has become even more important during the COVID-19 response and recovery. These initiatives will form part of the Government's initial response to the report from the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain (the Royal Commission report) and aligns with many of the findings and proposed recommendations.

Executive Summary

4. New Zealand communities are becoming increasingly more diverse including ages, ethnicities, cultures, beliefs, abilities, family composition, gender identities, and sexual orientation. Some groups within our communities are not able to access the same opportunities as others, and experience discrimination, racism, and risks to their safety.
5. Bolstering social inclusion and cohesion is an ongoing process that Government is committed to continuing. It will have benefits for all New Zealanders and contribute to the creation of a society where everyone feels they belong and can participate.
6. We have been progressing a range of initiatives to improve social inclusion since mid-2019. This has included leveraging and increasing the focus on social inclusion in existing work and bolstering this with a small number of new initiatives, with a focus on children and young people.

7. We have continued to explore further actions to improve social inclusion, particularly as part of the COVID recovery. We also now have findings and recommendations from the Royal Commission report to help guide this ongoing work.
8. This paper seeks funding for these seven actions to improve social inclusion for all New Zealanders by providing additional support and/or tackling some of the behaviours that are contributing to exclusion. These initiatives are:
 - a. establishing specialist navigators and a Collective Impact Board to support the families of 51 Shuhadah and others affected by the attack;
 - b. developing and implementing an Ethnic Communities' Graduate Programme to provide meaningful work experience and pathways into the public service;
 - c. establishing the New Zealand Police programme *Te Raranga, The Weave*, as an organisational response to hate crime and hate incidents;
 - d. strengthening the capacity of the Human Rights Commission to respond to hate speech, racism and discrimination;
 - e. extending the Safer Communities Fund (SCF) for security measures for communities at risk from hate incidents and terror attacks;
 - f. establishing a National Centre of Excellence to focus on understanding diversity, promoting social cohesion, and preventing and countering violent extremism;
 - g. implementing a trial to support young children in early learning services to develop capacities for self-regulation, resilience, and social skills, and continuing the community partnership between the Ministry of Education and ethnic communities in Christchurch.
9. These actions will shape our next steps in improving social inclusion by better recognising the strengths in the diversity in New Zealand, and responding to the challenges and difficulties faced by many, particularly in our ethnic communities. We will continue to oversee the outcomes of these initiatives as part of our ongoing social cohesion work programme and response to the Royal Commission report.
10. These initiatives will also form part of the Government's initial response to the Royal Commission report, which will be considered at Cabinet on 7 December 2020. They align with the overall findings of the report and a number of the recommendations. While the Royal Commission report has a stronger focus on Muslim communities, the initiatives in this paper will benefit a broader range of New Zealanders who face barriers to inclusion, including Māori, Pacific peoples, other ethnic and faith communities, disabled people, older people, and rainbow communities.

Background

11. After the 15 March 2019 Terror Attack, calls came from various communities for the Government to assess its role in supporting social inclusion. While prompted by 15 March, there were good reasons to undertake work to improve social inclusion in New Zealand in general.
12. Our growing diversity, contributed to by demographic changes and migration, is not necessarily reflected at all levels of policy making. Some groups are not experiencing

the same opportunities as others and do experience discrimination. This is felt by both adults and children, who also report bullying.

13. Improving social cohesion and inclusion will have benefits for all New Zealanders and contribute to the creation of a society where everyone feels they belong and can participate. This is an ongoing process that the Government is committed to continuing and drawing on existing work programmes to make change in a range of areas.
14. In September 2019, following a rapid evidence review by the Ministry of Social Development (MSD) and a stocktake of government work directly contributing to social inclusion, the Social Wellbeing Committee (SWC) agreed to leverage existing interventions to:
 - a. reduce discrimination in our communities;
 - b. show government and public service leadership on social inclusion;
 - c. support community-based activities that promote an inclusive national identity; and
 - d. strengthen our focus on equity and social inclusion in priority work programmes [CAB-19-MIN-0472 refers].
15. It was also agreed to explore a small number of additional interventions to strengthen social inclusion with a focus on children and young people, including:
 - a. building on the existing knowledge of early childhood teachers to support young children developing capacities for self-regulation, resilience, and social skills, (including empathy);
 - b. leveraging and building on the Education/Justice focus area in the Child and Youth Wellbeing Strategy that aims to ensure children are free from racism and discrimination;
 - c. expanding evidence-based bullying prevention and responses in schools; and
 - d. increasing understanding of local and national history [CAB-19-MIN-0472 refers].
16. In June 2020, the Prime Minister and Minister for Social Development reported on the progress of the work [CAB-20-MIN-0295 refers]. Substantive progress had been made on the design and assessment of resourcing, costs, benefits and risks of each of these four additional intervention areas.
17. Proposals were developed for initiatives for Budget 2020 but were put on hold as we worked through COVID spending priorities. There was also an agreement to explore further actions to improve social inclusion and report back on the next phase of work.
18. Following this work, and to ensure social inclusion remains a key part of COVID recovery as well as to respond to the findings of the Royal Commission report, we seek funding to progress seven initiatives which are outlined below to foster long-term change for all New Zealanders.

We will continue to take action to improve social inclusion and respond to the Royal Commission report

19. We seek funding to be able to implement seven proposals that will make a difference for the lives of New Zealanders who are unable to access opportunities or feel excluded, discriminated against or unsafe.
20. These proposals will continue work on improving social inclusion by recognising and responding to the value and breadth of experience and knowledge diverse communities bring to New Zealand. It will also address some of the barriers to participation in New Zealand, and enabling everyone to feel safe and supported. There is also a strong focus on building partnerships and having strong community engagement.

Initiative 1: Establishing specialist navigators and a Collective Impact Board to support the families of 51 Shuhadah and others affected by the attack

21. To better support families most impacted by the March 15 Terror Attacks, we propose the development of a Collective Impact Board to enable community partnership and involvement in decision making and the collaborative development of specialised support for survivors and families. This is in line with recommendation 25 and 26 of the Royal Commission Report.
22. This Collective Impact Board will facilitate strong partnerships by bringing together public sector agencies, non-government organisations and affected whanau, survivors and witnesses to design a work programme of ongoing wrap around services. The membership of the Board will primarily include affected whanau, survivors and witnesses as well as relevant service delivery expertise and other supporting expertise as deemed appropriate. Community members and leaders are often already volunteering their time when acting as advisors to government. Given the intention that this is a joint, equitable process, part of the proposed funding includes payments for non-government organisations and whanau representatives involved.
23. MSD will work in collaboration with the Collective Impact Board to develop navigator-style wrap around services for affected whanau, survivors and witnesses.
24. This new navigation service will build upon the existing MSD's specialised case management service (designed for people directly affected by the mosque attacks) as well as the existing MSD Community Connectors model. The design of this will require collaboration with the new Collective Impact Board to ensure it is fit for purpose and responding to needs of the community, including trauma informed capabilities as well as meet the cultural and language needs of those whanau being served. Once rolled out, there will be around 300 individuals and their families who will be provided this support.
25. I propose funding of \$4.8 million over three years to provide for:
 - a. Collective Impact Board: \$1m over 2 years
 - b. Enhanced case management & navigation service: \$3.8m over 3 years.
26. We will continue to monitor the navigators and the ongoing need from the community, as well as future roles the Collective Impact Board could play to guide other parts of the Royal Commission report response.

Initiative 2: Developing and implementing an Ethnic Communities' Graduate Programme to provide meaningful work experience and pathways into the public service

27. One of the key challenges for ethnic communities is employment. Across government, there are a range of universal employment programmes that are available and can be accessed by ethnic communities. However, there is also an opportunity to implement a small targeted programme to support ethnic communities to join the Public Service in line with our intention to strengthen government and public sector leadership on social inclusion.
28. We propose a Graduate Programme to increase representation of ethnic communities within the Public Service and reduce the barriers they face in taking up these roles.
29. According to 2019 data published by the Public Service Commission and 2018 census data, 1.5% of the Public Service identify as Middle Eastern, Latin American and African (this reflects the New Zealand population which is also 1.5%) and 11.1% of the Public Service identify as Asian (compared to 15.1% of the population). MELAA and Asian ethnicities are under-represented in senior leadership levels (tiers 1-3).
30. This programme will provide graduates with a meaningful first employment opportunity within the Public Service and the opportunity to inject broader cultural competency into the public sector. The Graduate Programme will run for 18 months taking in two intakes of 15 persons annually, with the first intake planned for July 2021. The Office of Ethnic Communities will operate and implement the programme, including providing training and supporting partner government agencies. They will also continue to collect data on diversity within the public sector and the impact of the programme on longer term public service employment.
31. Initial intakes will have a focus on recruiting graduates into the intelligence agencies, Ministries of Justice, Social Development, and Education. Agencies will need to factor this into their staffing numbers and budgets for 2021/22.
32. Funding of \$1.180m over three years would provide:
 - c. \$0.256m for training and support for graduates; and
 - d. \$0.924m for staff to support this programme.

Initiative 3: Establishing the New Zealand Police programme Te Raranga, The Weave, as an organisational response to hate crime and hate incidents

33. Police have heard from vulnerable communities that they do not always feel safe due to threats and hate crimes that most others in society do not encounter. Many people feel unsafe when they endure hate speech and hate crime without Police and other agency support and intervention.
34. We propose establishing Te Raranga, The Weave, as an organisational response to hate crime and hate incidents. This will be a victim-centric hate crime approach that restores the resilience of people subject to hate, and reassure communities that they will be heard and are validated should they experience hate crime.

35. Te Raranga will help to drive improvements in frontline practice to identify, record, and manage hate crime, and deliver a service that is more responsive to victims. This will require funding of \$10.41 million over four years.
36. This programme directly links to recommendation 42, which seeks changes to the ways in which New Zealand Police understand and respond to hate crimes. This programme will also go further than that, and respond to feedback from ethnic and religious minority community representatives, including the Federation of Islamic Associations of New Zealand, the Jewish Council, Islamic Women's Council, the Police Commissioner's Māori Focus Forum and the Police Commissioner's Pacific Focus Forum, who have sought changes to Police mechanisms for reporting and understanding hate crimes.
37. This investment will ensure there is appropriate leadership and governance to drive these improvements to the national response to hate crime, develop frontline educational and operational resources, and enable the development of a rich intelligence picture of the nature and prevalence of hate crime across New Zealand.
38. Police have heard the call from communities for an easy and accessible method to report hate speech and hate crime. Police's 105 reporting portal now allows all crimes to be reported online, however, more needs to be done to tailor the response system for hate speech and hate crime which is what this initiative will do. The work programme will also provide culturally appropriate responses and training will also be needed to enable Police to consistently deliver a more aware and effective response to hate events.
39. We will also improve data sets and understanding to promote increased engagement with communities to address fears felt by communities, reduce the levels of victimisation, and impede the ability of perpetrators to cause harm.

Initiative 4: Strengthening the capacity of the Human Rights Commission to respond to hate speech, racism and discrimination

40. Community groups have expressed their desire to address divisive behaviour, including discrimination and racism in society, more broadly than just through a legal approach to incitement and hate speech.
41. To support swift intervention in divisive and discriminatory behaviour at the earliest opportunity, we propose further funding to strengthen the capacity of the Human Rights Commission (the Commission) to encourage harmonious relations between individuals and among the diverse groups in New Zealand.
42. Lack of resourcing limits the Commission's ability to provide mediation or facilitate conversations for people who have been hurt by harmful behaviour, and where the threshold for a legal response may not be met. The Commission could also be more proactive in exercising its inquiry function.
43. Funding of \$5 million is sought for the Commission to develop a team of highly skilled individuals who will be able to provide mediation, facilitate conversations or be more proactive in exercising its inquiry function. The Commission has indicated support for this initiative, and we expect it will use the funding to increase its capacity to provide this service.

Initiative 5: Extending the Safer Communities Fund for security measures for communities at risk from hate incidents and terror attacks

44. The Safer Communities Fund (SCF) was established in 2019 to provide communities at risk from hate incidents and terrorism with funding to upgrade and/or implement security measures that will reduce the threat and impact of a terror attack or hate incident. An 'at risk' community is defined as any community that is a potential target of terrorism or hate incidents. This includes ethnic communities, faith communities and rainbow communities, as well as recent migrant communities.
45. \$7 million was appropriated in 2019/20. A priority for funding in 2019/20 was given to security upgrades for the two mosques which were targeted in the 15 March terror attacks, and Muslim and Jewish communities as these were assessed as having the highest level of risk. All eligible applications were partially or fully funded.
46. However, there are continued requests for additional assistance from Muslim and Jewish communities. It is also expected that some other at-risk communities that were not able to access the initial SCF funding will make applications for security improvements, once the fund is available to a broader range of groups.
47. We therefore suggest continuing to invest in the fund for one year to provide financial support for at risk communities with ongoing or new safety concerns. This will help to address immediate safety concerns and provide people with the financial support to make changes to increase their feelings of security.
48. Funding of \$3.5 million over one year would provide:
 - a. \$3.255m of grants for security measures in 2020/21
 - b. \$0.245m for administration in 2020/21.

Initiative 6: Establishing a National Centre of Excellence to focus on understanding diversity, promoting social cohesion, and preventing and countering violent extremism;

49. A number of the recommendations relate to the need for more informed public understanding and conversations about diverse communities and fostering social cohesion. This provides an important basis for understanding how we can better establish an environment in New Zealand that does not foster radicalisation and violent extremism.
50. Recommendation 14 of the report suggests that government establish a programme to fund independent New Zealand-specific research on the causes of, and measures to prevent, violent extremism and terrorism. We propose approaching this from a social cohesion and preventative perspective and are therefore proposing a National Centre of Excellence that focuses on diversity and inclusion.
51. This Centre of Excellence will bring together academia, civil society and government to research diversity, inclusion and the prevention of radicalisation, and guide the work of policy agencies across government. It is proposed that the Centre be attached to a University, and be linked to, but not directed by, government agencies.
52. This will require \$2.5 million over 4.5 years.

Initiative 7: Implementing a trial to support young children in early learning services to develop capacities for self-regulation, resilience, and social skills, and continuing the community partnership between the Ministry of Education and ethnic communities in Christchurch

53. In order to improve wellbeing amongst young children and foster lifelong skills, we are proposing trialling an initiative to improve the social and emotional skills of children in the first 6 years of life. Children from deprived and high-stress environments often require support to develop self-regulation.
54. This initiative will fund a one-year pilot to test the scale up of a play-based social and emotional development programme to 2,500 children in around 70 early learning services and development of progress and practice tools to support kaiako' understanding and support of children's development of key skills, such as self-regulation. The pilot will test the effectiveness and scale-up of play-based approaches focused on developing social and emotional skills in various regions, urban/rural communities and types of early learning services, and likely the addition of a language component. If evaluation is positive, funding will be sought in future Budgets for roll-out. The progress and practice tools will be developed and trialled in collaboration with researchers and practitioners.
55. We are seeking funding of \$5.243 million over 18 months which will include six months of policy development and a 12 month trial. The funding will allow for the framing and development of progress and practice tools that are culturally appropriate resources to help early learning teachers/kaiako make contextualised evidence-based judgements about children's progress in social and emotional learning to guide tailored teaching practices. This work will allow akonga to benefit from a more inclusive style of teaching that recognises and embraces different cultural contexts within teacher assessments.
56. Funding of \$100,000 has also been included to continue the work the Ministry of Education has been doing with ethnic communities in Christchurch for the remainder of the financial year. Following the 15 March 2019 terror attack, the Ministry of Education developed an initiative in Christchurch, modelled on the Talanoa Ako programme for Pacific communities, an educational programme that aims to equip and empower parents, families and communities to champion their children's education.
57. This will enable Ministry of Education regional staff to continue to work with local families over the start of the school year. This kind of programme can include information and support for families such as: how the NZ curriculum works, keeping our identity, language and culture/faith in NZ education context, understanding pathways and NCEA and family routines and goal setting. Further consideration of whether to expand this programme to other regions will occur early in 2021 as part of the ongoing social cohesion work programme.

Next Steps

58. Once decisions have been taken and funding for these actions has been announced as part of the initial response to Royal Commission report, officials will start to implement them. For some initiatives (e.g. the Safer Communities Fund) the next step is implementation, and for others (e.g. the Ethnic Communities Graduate Programme) there will be more design work with input from communities.

59. We will continue to oversee the outcomes of these initiatives as part of our ongoing social cohesion work programme and response to the Royal Commission report. Financial Implications.

Financial Implications

60. The table below summarises the funding sought in this paper:

\$ million	2020/21	2021/22	2022/23	2023/24	2024/25	Total
Specialist navigators and community impact Board	1.000	2.150	1.650	0.000	0.000	4.800
Ethnic Communities Graduate Programme	0.209	0.495	0.476	0.000	0.000	1.180
Te Raranga	0.000	3.360	2.810	2.210	2.030	10.410
Strengthen Human Rights Commission	2.500	2.500	0.000	0.000	0.000	5.000
Safer Communities' Fund	3.500	0.000	0.000	0.000	0.000	3.500
Centre of Excellence	0.300	0.700	0.500	0.500	0.500	2.500
Building children's self-regulation	1.811	3.532	0.000	0.000	0.000	5.343
Total	9.320	12.737	5.436	2.710	2.530	32.633

Legislative Implications

61. There are no direct legislative implications or changes arising from decisions in this paper.

Impact Analysis

62. There are no regulatory impacts from the proposals in this paper and a Regulatory Impact Assessment is not required.

Population Implications

63. The table below summarises the impacts of these proposals on different population groups:

Population group	How the proposal may affect this group
Māori and Pacific peoples	Māori and Pacific peoples are not always able to access opportunities, and experience discrimination and racism. The proposals in this paper are likely to have a positive impact for Māori and Pacific peoples.
Women, rainbow communities, and gender diverse people	Women, rainbow communities and gender diverse people are groups identified as experiencing higher rates of discrimination. The proposals in this paper may have a positive impact for these groups.
Disabled people	Disabled people are not always included in their communities, and experience higher rates of discrimination. The proposals in this paper contribute to giving effect to the United Nations Convention on the Rights of Persons with Disabilities. Article 5 of the Convention requires the government to promote equality and eliminate discrimination of disabled people, especially disabled women, children, and people from rainbow communities. Article 8 requires the

	government to promote positive perceptions and greater social awareness towards persons with disabilities. The proposals in this paper may have a positive impact for disabled people.
Older people	The proposals in this paper are unlikely to improve outcomes for older people, but some of the initiatives (preventing bullying, and support for hate speech) may contribute to children and young people being more tolerant and accepting of all New Zealanders, with flow on impacts for older people.
Ethnic communities	Ethnic communities face racism and discrimination in many aspects of their day to day lives, and do not always feel included within New Zealand communities. Ethnic communities also face barriers to employment, including discrimination. The proposals in this paper will have a positive impact for ethnic communities.

Human Rights

64. The proposals in this paper are consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993. The Human Rights Commission was established to advance social inclusion, harmonious relationships between communities and the human rights of everyone in New Zealand. Recent United Nations (UN) human rights statements and recommendations specifically addressed to New Zealand emphasise the importance of national inclusivity strategies, policies, frameworks and plans (e.g. UN Human Rights Committee 2016 [CCPR/C/NZL/CO/6], UN Committee on Racial Discrimination, September 2017 [CERD/C/NZL/CO/21-22], UN Human Rights Council, Universal Periodic Review, 2019 [A/HRC/41/4/Add.1], and UN Committee on the Elimination of Discrimination against Women, 2018 [CEDAW/C/NZL/CO/8]). An overarching government social inclusion policy framework would be in keeping with New Zealand's international human rights commitments.

Consultation

65. The Department of the Prime Minister and Cabinet prepared this paper working closely with the Ministries of Education and Justice, and the Office of Ethnic Communities. This paper seeks funding for initiatives that were identified in the initial social inclusion cabinet paper, with input from a broad cross-agency reference group.
66. The Treasury, Public Service Commission, Ministries of Education, Justice, and Social Development, Police, Office of Ethnic Communities, and the Department of the Prime Minister and Cabinet (Child Units and National Security Group) were consulted on this paper.

Communications

67. The proposals in the paper will form part of the Government's initial response to the Royal Commission report. The Prime Minister may include this in her public statements on 8 December, when the report is tabled.

Proactive Release

68. We will proactively release this Cabinet paper alongside previous social inclusion papers, as a package. This could be undertaken as part of the Government's initial response to the Royal Commission report.

69. When released, the papers will be subject to redactions, in accordance with the Official Information Act 1982 and under the principles in the Privacy Act 1993, e.g. Budget Sensitive information.
70. The Prime Minister, Minister of Education, and Minister for Diversity, Inclusion and Ethnic Communities recommend that the Cabinet Business Committee:
1. **note** that on 11 September 2019 Cabinet agreed to leverage existing work and explore a small number of additional interventions that could have a significant impact on social inclusion (with a strong focus on children and young people) [CAB-19-MIN-0472];
 2. **note** that on 22 June 2020 Cabinet agreed to explicitly include improving social inclusion as a goal for our thinking and planning for the post COVID-19 recovery [CAB-20-MIN-0295];
 3. **note** that the response to the COVID-19 pandemic required the Government to suddenly and significantly revise its priorities and focus, with a significant impact on social inclusion funding proposals in Budget 2020;
 4. **note** that improving social inclusion and cohesion is an important part of the recommendations of the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosque;
 5. **agree** to fund seven actions to improve social inclusion:
 - 5.1. establishing specialist navigators and a Collective Impact Board to support the families of 51 Shuhadah and others affected by the attack;
 - 5.2. developing and implementing an Ethnic Communities' Graduate Programme to provide meaningful work experience and pathways into the public service;
 - 5.3. establishing the New Zealand Police programme Te Raranga, The Weave, as an organisational response to hate crime and hate incidents;
 - 5.4. strengthening the capacity of the Human Rights Commission to respond to hate speech, racism and discrimination;
 - 5.5. extending the Safer Communities Fund for security measures for communities at risk from hate incidents and terror attacks;
 - 5.6. establishing a National Centre of Excellence to focus on understanding diversity, promoting social cohesion, and preventing and countering violent extremism;
 - 5.7. implementing a trial to support young children in early learning services to develop capacities for self-regulation, resilience, and social skills, and continuing the community partnership between the Ministry of Education and ethnic communities in Christchurch;

6. **approve** the following changes to appropriations to give effect to the policy decisions agreed in recommendation 5.1, with a corresponding impact on the operating balance and net core Crown debt:

Vote Social Development Minister for Social Development and Employment	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure:					
Community Support Services MCA					
Non-Departmental Output Expenses:					
Community Support and Advice	1.000	2.150	1.650		-
Total Operating	1.000	2.150	1.650		-

7. **approve** the following changes to appropriations to give effect to the policy decisions agreed in recommendation 5.2 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Internal Affairs Minister of Internal Affairs	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure:					
Community Information and Advisory Services MCA	0.209	0.495	0.476		
Departmental Output Expense:					
Advisory and Information Services to Ethnic Communities (funded by revenue Crown)				-	-
Total Operating	0.209	0.495	0.476	-	-

8. **approve** the following changes to appropriations to give effect to the policy decisions agreed in recommendation 5.3 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Police Minister of Police	\$m - increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure:					
Policing Services (MCA)					
<i>Departmental Output Expense:</i>					
Crime Prevention (funded by revenue Crown)	-	3.360	2.810	2.210	2.030
Total Operating	-	3.360	2.810	2.210	2.030

9. **approve** the following changes to appropriations to give effect to the policy decisions agreed in recommendation 5.4 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Justice Minister of Justice	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Non-Departmental Output Expense:					
Services from the Human Rights Commission	2.500	2.500			
Total Operating	2.500	2.500		-	-

10. **approve** the following changes to appropriations to give effect to the policy decisions agreed in recommendation 5.5 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Internal Affairs Minister for Diversity, Inclusion and Ethnic Communities	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure:					
Community Funding Schemes MCA					
Departmental Output Expense:					
Administration of Grants (funded by revenue Crown)	0.245				
Non-Departmental Other Expense:					
Safer Communities Fund					
	3.255				
Total Operating	3.500				

11. **agree** to establish the following new appropriation:

Vote	Vote Administrator	Appropriation Minister	Appropriation Administrator	Title	Type	Scope
Prime Minister and Cabinet	Department of the Prime Minister and Cabinet	Prime Minister	Department of the Prime Minister and Cabinet	Centre of Excellence for preventing and countering violent extremism	Non-Departmental Output Expense	This appropriation is limited to the establishment and operation of a national Centre of Excellence for preventing and countering violent extremism.

12. **approve** the following changes to appropriations to give effect to the policy decisions agreed in recommendation 5.6 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Prime Minister and Cabinet	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Prime Minister					
Non-Departmental Output Expense: Centre of Excellence for preventing and countering violent extremism	0.300	0.700	0.500	0.500	0.500
Total Operating	0.300	0.700	0.500	0.500	0.500

13. **approve** the following changes to appropriations to give effect to the policy decisions agreed in recommendation 5.7 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Education Minister of Education	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Departmental Output Expense: Support and Resources for Parents and the Community (funded by revenue Crown)	0.100				
Multi-Category Expenses and Capital Expenditure: Improved Quality Teaching and Learning MCA <i>Departmental Output Expense:</i> Support and Resources for Teachers (funded by revenue Crown)	1.711	3.532			
Total Operating	1.811	3.532			

14. **agree** that the proposed changes to appropriations for 2020/21 above be included in the 2020/21 Supplementary Estimates and that, in the interim, the increase be met from Imprest Supply;
15. **note** that the expenses incurred under recommendations 6-13 be charged against the Prime Minister's Emerging Priorities Contingency, established as part of Budget 2020;
16. **note** that all funding above is time limited and further funding to continue any of the initiatives would need to be considered as part of future Budgets, should costs not be able to be managed within baselines;
17. **note** that the actions in this paper will form part of the Government's initial response to the report from the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain;
18. **note** that the Prime Minister will release this paper and the previous two Cabinet papers as a package, at an appropriate time (with appropriate redactions as required);
19. **agree** to delegate authority to the Minister of Social Development to make final design and implementation decisions on recommendation 5.1;
20. **agree** to delegate authority to the Minister for Diversity, Inclusion and Ethnic Communities to make final design and implementation decisions on recommendation 5.2;
21. **agree** to delegate authority to the Minister of Police to make final design and implementation decisions on recommendations 5.3;
22. **agree** to delegate authority to the Ministers for National Security and Intelligence and the Minister for Diversity, Inclusion and Ethnic Communities to make final design and implementation decisions on recommendations 5.6;
23. **agree** to delegate authority to the Minister of Education to make final design and implementation decisions on recommendations 5.7;
24. **invite** the Minister for National Security and Intelligence, Minister of Education, Minister for Social Development and Employment, Minister of Justice, Minister of Police, and Minister for Diversity, Inclusion and Ethnic Communities to report back on these initiatives by October 2022.

Authorised for lodgement

Rt Hon Jacinda Ardern
Prime Minister

Hon Chris Hipkins
Minister of Education

Hon Priyanca Radhakrishnan
Minister for Diversity, Inclusion and
Ethnic Communities



Cabinet

Minute of Decision

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Continuing Action to Improve Social Inclusion

Portfolios **Prime Minister / Education / Diversity, Inclusion and Ethnic Communities**

On 7 December 2020, Cabinet:

- 1 **noted** that on 11 September 2019, the Cabinet Social Wellbeing Committee (SWC) agreed to leverage existing work and explore a small number of additional interventions that could have a significant impact on social inclusion (with a strong focus on children and young people [SWC-19-MIN-0126];
- 2 **noted** that on 22 June 2020, SWC agreed to explicitly include improving social inclusion as a goal for our thinking and planning for the post COVID-19 recovery [SWC-20-MIN-0071];
- 3 **noted** that the response to the COVID-19 pandemic required the government to suddenly and significantly revise its priorities and focus, with a significant impact on social inclusion funding proposals in Budget 2020;
- 4 **noted** that improving social inclusion and cohesion is an important part of the recommendations of the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques;
- 5 **agreed** to fund seven actions to improve social inclusion:
 - 5.1 establishing specialist navigators and a Collective Impact Board to support the families of 51 Shuhadah and others affected by the attack;
 - 5.2 developing and implementing an Ethnic Communities' Graduate Programme to provide meaningful work experience and pathways into the public service;
 - 5.3 establishing the New Zealand Police programme Te Raranga, The Weave, as an organisational response to hate crime and hate incidents;
 - 5.4 strengthening the capacity of the Human Rights Commission to respond to hate speech, racism and discrimination;
 - 5.5 extending the Safer Communities Fund for security measures for communities at risk from hate incidents and terror attacks;
 - 5.6 establishing a National Centre of Excellence to focus on understanding diversity, promoting social cohesion, and preventing and countering violent extremism;

5.7 implementing a trial to support young children in early learning services to develop capacities for self-regulation, resilience, and social skills, and continuing the community partnership between the Ministry of Education and ethnic communities in Christchurch;

6 **approved** the following changes to appropriations to give effect to the policy decision agreed in paragraph 5.1, with a corresponding impact on the operating balance and net core Crown debt:

Vote Social Development Minister for Social Development and Employment	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure: Community Support Services MCA Non-Departmental Output Expenses: Community Support and Advice	1.000	2.150	1.650	-	-
Total Operating	1.000	2.150	1.650	-	-

7 **approved** the following changes to appropriations to give effect to the policy decision agreed in paragraph 5.2 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Internal Affairs Minister of Internal Affairs	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure: Community Information and Advisory Services MCA Departmental Output Expense: Advisory and Information Services to Ethnic Communities (funded by revenue Crown)	0.209	0.495	0.476	-	-
Total Operating	0.209	0.495	0.476	-	-

- 8 **approved** the following changes to appropriations to give effect to the policy decision agreed in paragraph 5.3 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Police Minister of Police	\$m - increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure:					
Policing Services (MCA)					
<i>Departmental Output Expense:</i>					
Crime Prevention (funded by revenue Crown)		3.360	2.810	2.210	2.030
Total Operating		3.360	2.810	2.210	2.030

- 9 **approved** the following changes to appropriations to give effect to the policy decision agreed in paragraph 5.4 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Justice Minister of Justice	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Non-Departmental Output Expense:					
Services from the Human Rights Commission	2.500	2.500			
Total Operating	2.500	2.500		-	-

- 10 **approved** the following changes to appropriations to give effect to the policy decision agreed in paragraph 5.5 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Internal Affairs Minister for Diversity, Inclusion and Ethnic Communities	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Multi-Category Expenses and Capital Expenditure:					
Community Funding Schemes MCA					
<i>Departmental Output Expense:</i>					
Administration of Grants (funded by revenue Crown)	0.245				
Non-Departmental Other Expense: Safer Communities Fund	3.255				
Total Operating	3.500				

11 **agreed** to establish the following new appropriation to give effect to the policy decision in paragraph 5.6 above:

Vote	Vote Administrator	Appropriation Minister	Appropriation Administrator	Title	Type	Scope
Prime Minister and Cabinet	Department of the Prime Minister and Cabinet	Prime Minister	Department of the Prime Minister and Cabinet	Centre of Excellence for preventing and countering violent extremism	Non-Departmental Output Expense	This appropriation is limited to the establishment and operation of a national Centre of Excellence for preventing and countering violent extremism.

12 **approved** the following changes to appropriations to give effect to the policy decision agreed in paragraph 5.6 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Prime Minister and Cabinet Prime Minister	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Non-Departmental Output Expense: Centre of Excellence for preventing and countering violent extremism	0.300	0.700	0.500	0.500	0.500
Total Operating	0.300	0.700	0.500	0.500	0.500

13 **approved** the following changes to appropriations to give effect to the policy decision agreed in paragraph 5.7 above, with a corresponding impact on the operating balance and net core Crown debt:

Vote Education Minister of Education	\$m – increase/(decrease)				
	2020/21	2021/22	2022/23	2023/24	2024/25
Departmental Output Expense: Support and Resources for Parents and the Community (funded by revenue Crown)	0.100				
Multi-Category Expenses and Capital Expenditure: Improved Quality Teaching and Learning MCA	1.711	3.532			
<i>Departmental Output Expense:</i> Support and Resources for Teachers (funded by revenue Crown)					
Total Operating	1.811	3.532			

- 14 **agreed** that the proposed changes to appropriations for 2020/21 above be included in the 2020/21 Supplementary Estimates and that, in the interim, the increase be met from Imprest Supply;
- 15 **noted** that the expenses incurred under paragraphs 6 to 13 be charged against the Prime Minister's Emerging Priorities Contingency, established as part of Budget 2020;
- 16 **noted** that all funding above is time limited and further funding to continue any of the initiatives would need to be considered as part of future Budgets, should costs not be able to be managed within baselines;
- 17 **noted** that the actions in the paper attached to CAB-20-SUB-0513 will form part of the government's initial response to the report from the Royal Commission of Inquiry into the Terrorist Attack on Christchurch masjidain;
- 18 **noted** that the Prime Minister will release the paper under CAB-20-SUB-0513 and the previous two Cabinet papers as a package, at an appropriate time (with appropriate redactions as required);
- 19 **authorised** the Minister of Social Development to make final design and implementation decisions on the proposal in paragraph 5.1;
- 20 **authorised** the Minister for Diversity, Inclusion and Ethnic Communities to make final design and implementation decisions on the proposal in paragraph 5.2;
- 21 **authorised** the Minister of Police to make final design and implementation decisions on the proposal in paragraph 5.3;
- 22 **authorised** the Minister for National Security and Intelligence and the Minister for Diversity, Inclusion and Ethnic Communities to make final design and implementation decisions on the proposal in paragraph 5.6;
- 23 **authorised** the Minister of Education to make final design and implementation decisions on the proposal in paragraph 5.7;
- 24 **invited** the Minister for National Security and Intelligence, the Minister of Education, the Minister for Social Development and Employment, the Minister of Justice, the Minister of Police, and the Minister for Diversity, Inclusion and Ethnic Communities to report back on these initiatives by October 2022.

Michael Webster
Secretary of the Cabinet