

*New Zealand Police  
Ethnic Strategy*

# ***Working Together with Ethnic Communities***



NEW ZEALAND  
**POLICE**  
Ngā Pirihimana o Aotearoa

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*Ethnic communities currently  
make up approximately*

**20%**

*of the total population*

*This represents over*

**200**

*different ethnicities*

*With over*

**170**

*unique languages*

# 1.0 *Introduction*

## **1.1 History of Working Together with Ethnic Communities**

The first Ethnic strategy was published in 2005 to help guide Police to work better with, and for, Aotearoa's Ethnic communities. While Police was already engaging with Ethnic communities, the Ethnic Strategy elevated the importance and value of understanding how we engage with our communities and how we can do it in the best way possible to deliver a policing service which responds to their needs and concerns. It also outlined the opportunities and challenges for policing in an interconnected, diverse society and how Police will meet those challenges.

Working Together with Ethnic Communities – the future identifies challenges faced by Ethnic peoples and opportunities for Police to undertake a suite of actions, in partnership with Ethnic communities, partner agencies and non-government organisations (NGOs).

Previous editions of Working Together with Ethnic Communities set the expectation that:

1. Police and Ethnic communities will work together to address crime and victimisation within Aotearoa
2. Police will continue to develop the capacity and capability of Police staff to engage with Ethnic communities confidently and positively.

This refreshed version of Working Together with Ethnic Communities maintains the intent outlined above while extending the scope to better align with key priority areas identified by Police, the Commissioner's National Ethnic Focus Forum and local communities.

### ***The purpose of this strategy is***

To empower our people to provide principled, effective and efficient policing services that are responsive to Ethnic communities needs and aspirations.

Police will continue their commitment to enable resources, time and effort to deliver the systems, tools and initiatives that underpin this strategy to assist in building inclusive and mutually beneficial partnerships across our Ethnic communities. Through the delivery of Working Together with Ethnic Communities, we continue to improve and challenge ourselves to work towards better and sustainable outcomes for Ethnic communities and their wellbeing so that they can live safe and fulfilling lives as New Zealanders.

## **1.2 The journey ahead**

Since the introduction of Working Together with Ethnic Communities, Police has succeeded in introducing specific national and district-based engagement and partnership roles at various ranks within the organisation. These roles have proven to be invaluable, consolidating better lines of communication with our communities. Police has also included “valuing diversity” as one of its core values in Our Business, which includes Ethnic diversity and “working with and beside Ethnic communities”. In addition, Police has continued to focus recruitment efforts to expand the diversity of its Constabulary and non-Constabulary workforce which has seen a shift towards a more representative workforce reflective of our diverse communities.



External partnerships have also been established as Police recognise the need to work together with other agencies to understand the drivers of demand. Using evidence-based knowledge and education can address and change behaviours to minimise offending and the harm caused.

This document represents a new season of growth to further improve and strengthen the way Police can support and make a difference for, and with, Ethnic peoples.

The approach taken aligns with the Principles and Functions of Police as outlined in the Policing Act 2008.

### 1.3 Who are our Ethnic communities?

According to the Ethnic Communities Data Dashboard and Census 2023, Ethnic communities make up approximately 20% of the total population in Aotearoa, representing over 200 ethnicities and speaking over 170 languages.<sup>1</sup> By 2043, it is projected that New Zealand's combined MELAA<sup>2</sup> and Asian communities will increase to 29%.<sup>3</sup> Police understands the importance of gaining a deep understanding of the diversity of those cultures, religions and backgrounds in order to engage effectively.

For the purpose of this strategy, Police uses the New Zealand Government's definition of "Ethnic" communities as anyone who identifies their ethnicity as Asian, African, Continental European, Latin American and Middle Eastern.

This includes new and temporary migrants, refugees, international students, asylum-seekers, tourists, long-term settlers and those born in Aotearoa.

Aotearoa is home to many Ethnic communities for a variety of reasons. People settle in Aotearoa for employment, education, as refugees, or to seek greater opportunities. Some Ethnic communities have been here for multiple generations while some have arrived recently in Aotearoa. Some communities have experienced hardships in their home countries, and some have come with experiences of war, persecution, discrimination, racism and oppression in their countries of origin.<sup>4</sup> Additionally, experiences within a community will differ based on individual characteristics such as age, gender, religion and sexual orientation. These factors can add layers of complexity within Ethnic communities that can create unique challenges.

We are also living in a globalised, highly connected world, and therefore overseas incidents such as cross-border conflicts, natural disasters, acts of terrorism and transnational crime have seen an increase in the harm and hurt that is felt and concern expressed within our communities.

As well as resident Ethnic communities, people visiting New Zealand, whether for holidays, education, visiting friends and family or working temporarily, can all present potential and distinct needs that Police may be involved in addressing.

Whilst Ethnic communities are generally underrepresented within the Aotearoa justice system, they are disproportionately over-represented in specific types of crime such as offenders of family harm related offences, and are more likely to be victims of crime motivated by hate, bias and racism.<sup>5</sup>

<sup>1</sup> Ministry for Ethnic Communities Dashboard at <https://app.powerbi.com/view?r=eyJrJoiZDQ3ZWJkNGMtYTcxMj00YzclLWI2MzktZGFMTBkNmVjMmFmliwidCI6ImY2NTIjYTVjLWZjNDctNGU5Ni1mJRkLTE0YzktZGYxM2FjYiJ9>, accessed 19 May 2022.  
<sup>2</sup> MELAA refers to Middle Eastern, Latin American and Africa  
<sup>3</sup> Dot loves data (2022). Ethnic Communities Insights, 2022. Wellington: Dot loves Data.  
<sup>4</sup> New Zealand Red Cross, Supporting Refugees, <https://www.redcross.org.nz/about-us/what-we-do/in-new-zealand/supporting-refugees/>, accessed 19 May 2022.  
<sup>5</sup> New Zealand Police Ethnic Communities in New Zealand: Offending and Victimisation (Wellington: Evidence Based Policing Centre, June 2021).

## 1.4 Relationship between Ethnic communities and Te Tiriti o Waitangi

Te Tiriti o Waitangi is one of Aotearoa's first international agreements which "protect[s] all the ordinary people of New Zealand" as well as giving them the same rights and duties of citizenship as the people of England. Police values and celebrates Te Tiriti, it's relationship, and the uniqueness of its diverse communities. Police recognises the importance and significance of Te Tiriti for all citizens of Aotearoa as well as the need to change, adapt and remain responsive to the ever-changing needs of our communities.

Ethnic people acknowledge, support and respect the importance of Te Tiriti and what it means for them and their relationship with Māori. Ethnic people understand that through a better understanding of Te Tiriti and te ao Māori, a stronger foundation will be built contributing to a stronger sense of identity and belonging to New Zealand.

## 1.5 Relationship Between Ethnic Communities and Police

Effective policing requires the trust and confidence of all communities Police serves. Understanding and responding appropriately to our communities helps build that trust and confidence and enables Police to provide a service which aligns better with the aspirations and needs of local communities. Police acknowledges the importance of developing supported relationships and partnerships with our communities to create trusted lines of communication. A relationship approach enables Police to respond in an effective and meaningful way to help gain insights from the community which will help prevent further crime and harm.

In ensuring that Police creates an environment that enables better relationships and partnerships with Ethnic communities, it is important to acknowledge our shared history and highlight both times of strife and the challenges that remain ahead. The imposition of the Chinese Poll Tax during the 19th and 20th centuries, the terrorist attack on Christchurch masjidain, response to Covid-19 and retail crime on small business owners, are all examples of events that have had an impact on our communities in Aotearoa. International crises and conflicts have flow-on implications and effects on the feeling of domestic safety and social cohesion. There are Police resource implications to support peaceful gatherings and lawful protests.





***Effective policing  
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and confidence of  
all communities  
Police serves***



***It's projected  
that by 2043  
29% of Aotearoa  
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population  
will come from  
the MELAA  
and Asian  
communities***

## Working Together with Ethnic Communities - Focus Areas

Police has collated feedback and information from our Ethnic communities, Police staff, as well as current data and trends. By aligning this feedback with the organisational priorities, goals and vision, Police developed the following focus areas. We acknowledge that the evolving and agile nature of Police to meet current drivers of demand and external factors may influence how Police works towards meeting those areas.

The focus areas identified in this strategy affirm our commitment to working with, and for our Ethnic communities to create better outcomes for them. These focus areas provide direction for Police in addressing the needs of our Ethnic communities.

A variety of different input has helped shape the focus areas for this strategy. These have included feedback provided by our Ethnic communities,<sup>6</sup> Police Ethnic Liaison Officer network, the Commissioner's Ethnic Focus Forum, the Ethnic Communities in New Zealand: Offending and Victimisation report,<sup>7</sup> the Ethnic Communities Knowledge Profile report as well as external reports commissioned by Police such as the Ethnic communities data report.

Research and consultation with Ethnic communities tells us that, broadly speaking, people enjoy living in New Zealand and that they have experienced many opportunities. However, they also have experienced challenges, unmet needs and concerns. Some of those key issues were identified in the Ethnic Communities Knowledge Profile Report:<sup>8</sup>

- The need to capture improved ethnicity data
- The number of Ethnic Liaison Officers within districts
- Exploitation of migrant workers
- Increasing the diversity among higher ranks within Police
- Over-representation of Ethnic peoples as offenders of family harm related offences
- Ethnic communities as victims of robbery and extortion
- Increase in hate crime towards Ethnic communities
- Underreporting of crime by Ethnic peoples

<sup>6</sup> From January to June 2021, 11 ethnic community and two ethnic staff strategy 'sense-check' meetings were held across Police districts to seek feedback and input.

<sup>7</sup> New Zealand Police Ethnic Communities in New Zealand: Offending and Victimisation (Wellington: Evidence Based Policing Centre, June 2021).

<sup>8</sup> New Zealand Police (2021). Ethnic Knowledge Profile, 2021. Wellington: National Intelligence Centre report.



In addition, Ethnic communities have identified the following needs to be addressed to support improved engagement:

- ***Empowerment of Ethnic communities.***

Police should be integrated and visible in the communities they serve – building trusted relationships and enabling communities to be safe and feel safe through their participation in solution design and delivery. It is important that Police works and collaborates with Ethnic communities to ensure that the services delivered are serving all communities in the best possible way.

- ***Hearing the voices of our communities.***

Police understands the need to listen and understand the needs of Ethnic communities to develop fit for purpose and culturally responsive solutions. Police need to actively seek out the voices of our communities through national and local advisory boards, community leadership through the established Ethnic Liaison Officer network and communication channels which align with this audience.

- ***Closing the loop.***

Those we engaged with talked about the need for Police to respond and follow up in a timely manner. Effective communication should be direct and in real time. Being open, transparent and sincere are key characteristics required of Police.

- ***Building cultural capability within Police.***

Ethnic communities emphasised the need for Police to be culturally appropriate, competent and sensitive to those they are engaging with. Cultural awareness, capability and representation will enable this. Additionally, Police as an organisation should be aware of the biases that can affect our Ethnic communities and the effects that this can have.

- ***Building Ethnic communities' trust in Police.***

Trust grows from an on-going relationship with Ethnic communities. Police are seen by the community as social ambassadors and therefore, the expectation is to have meaningful engagement with communities. Maintaining this trust requires a focus on preventing crimes most impactful for them, seeking to hear and understand their needs and providing reassurance of our service for them.

It is essential that acknowledgement is also given to the influence of cultural expectations and practices which may appear in family harm incidents, negative experiences with Police in their country of origin, and poor knowledge of New Zealand's legal framework which is not aligned with past experience of legal systems.

Contributing to positive outcomes for new migrants and those who have called New Zealand home will continue to be an important focus for Police.

Police's Ethnic Strategy provides the framework for how Police can best contribute to supporting staff to deliver what is required against these service needs and in response to these issues identified.

Building capability means having the right people with the right skills, engaged at the right time. Frontline policing can be a difficult job, but it can become even harder when communication or cultural awareness creates an additional barrier, or where the people engaging with Police originate from places with negative experiences of policing. We understand that to address this, we need to lift our collective cultural awareness, empower and enable people with the mindset to learn and enhance their skills at the forefront of Police. The focus is on strengthening how and who we are as an organisation.

While recruiting a more diverse workforce is one part of this focus area, retaining them is the other. Therefore, creating and maintaining a culturally safe and supportive environment where all our workforce can flourish and express themselves is key. In turn, this promotes Police as an attractive and fulfilling employment option for Ethnic peoples.

Police have several tools and systems in place to support and enable our staff to engage with our communities, including online multi-cultural training modules, language services and religious and cultural etiquette information available via mobile applications. District and Service centres are also well equipped to leverage off and create opportunities for learning experiences for staff through actively seeking and attending religious or cultural events. Increased awareness through better promotion of these resources to all staff, would enhance and uplift our people's cultural and religious understanding and capability.



***As at 31 May  
2024, Ethnic  
staff comprised  
9.7% of New  
Zealand Police  
staff members***

## 2.2 Community Support and Reassurance

In order to be responsive to Ethnic communities' needs and aspirations, Police need to gain true and accurate insights into understanding risk factors, protective factors and drivers of demand for Ethnic communities. Over the years, Police has benefited from gaining insights into the needs, challenges and opportunities for Ethnic communities living in New Zealand through data collection and sharing as well as commissioning internal and external research. This in turn will help inform evidence-based decisions and valuable insights into victimisation and offending data.

### 2.2.1 Focus Area 3

#### ***Improving the collection, recording, analysis and sharing of data***

Reducing victimisation, road accidents and crime requires leadership and evidence-informed decision-making from Police while working collaboratively with other cross-agency partners.

To inform decision makers on the needs, challenges, and contributing factors to offending behaviour, Police recognise that good data is essential. The increase in diversity and the uniqueness of our communities and their needs have highlighted the need for better data. For a multitude of reasons, we know that the collection, recording, analysis and sharing of data can be improved. Police is currently on a journey to capture better victim and offender ethnicity data, however there is still a long way to go. Capturing better data will help Police to have a clearer understanding, of not only offending and victimisation patterns, but how we use these to inform our responsiveness to Ethnic communities.<sup>11</sup>

Research will continue being a valuable tool in understanding current trends, effective approaches, and new ways of working with communities to inform evidence-based decision making.

As Police build on their prevention and victim-focused approach and continue developing evidence-based policing and service delivery, it is important to ensure that new systems and processes capture the diverse experiences within victimisation, road accidents and crime incidents. With evidence in hand, Police can make best-informed deployment decisions and build a service delivery model that supports frontline staff and increases accessibility of Police services to everyone.

### 2.2.2 Focus Area 4

#### ***Police are culturally responsive to victims of crime by providing appropriate support and up to date information***

Data trends for victims within our Ethnic communities is more variable than our other minority populations and varies considerably between Ethnic communities. For example, between July 2021 and June 2022, victimisation was higher for ethnic groups in Auckland, Waikato and Eastern districts than the rest of New Zealand, and Southeast Asian (not further defined) communities are the most victimised Ethnic community.

Crime is under-reported by Ethnic communities for various reasons including victims being too ashamed to come forward, inwards focused reconciliation, lack of knowledge regarding appropriate reporting processes and/or lack of connection with and trust in Police. This reinforces the importance of building community trust and confidence to encourage the reporting of concerns and crime.<sup>12</sup> Furthermore, it is important to provide victims of crime the support they need and to work with cross-agency partners to help them feel safe again. To address these issues, Police need to look at culturally appropriate ways to provide the support and care our Ethnic communities and victims need.

### 2.2.3 Focus Area 5

#### ***Police work with Ethnic people to address the issues that lead to repeat victimisation and offending***

We know our Ethnic communities can be more vulnerable to victimisation, and this can be concentrated within certain groups and/or geographical areas around New Zealand. Many factors can contribute to offending and repeat victimisation, these can range from known risk factors such as social deprivation and family harm to the increased use and access of virtual reality and social media. All these can have an impact on Ethnic communities and may lead to an increase in certain types of crime such as hate crime, fraud, and online scams.

For example, small business owners have felt unsafe with a recent increase of Retail Crime. Reducing re-victimisation and re-offending within Ethnic communities and addressing the drivers of demand is key.

Data from the National Intelligence Centre report shows that people from Ethnic communities are less likely to cause harm compared to the rest of the population.<sup>13</sup> Where offences are committed, they tend to be public order offences, acts intended to cause injury, theft, family harm and illicit drug offences. Maintaining low crime rates and minimising crime risk factors will be a challenge for both Police and community leaders as communities grow and social and economic determinants change.<sup>14</sup>

While Police is primarily an enforcement agency, there are opportunities and Police-led programmes in place to help address reoffending and victimisation in a more holistic way, through supported resolution options.

**1,010,469 people out of 4,993,923 identify as an Ethnic Community member (in New Zealand)**





***Police need to look at culturally appropriate ways to provide the support and care our Ethnic communities and victims need***



The background of the page is a photograph of the interior of a Maori wharenui (meeting house). It features numerous horizontal wooden beams, each intricately carved and painted with traditional Maori patterns in vibrant colors like green, blue, red, and yellow. The beams are arranged in a series of parallel lines, creating a strong sense of depth and rhythm. The lighting is warm, highlighting the textures of the wood and the details of the carvings.

**Police also  
recognise that  
advisory  
boards at  
a local and  
national  
level provide  
useful insights  
into the  
challenges and  
needs of  
communities**

## 2.3 Focused Police Efforts Through Partnerships and Engagement

Trust and confidence are at the center of Policing worldwide. Police's goal of safe roads, safe communities and safe homes relies on strong effective partnerships between Police, communities, community organisations and government agencies. Where communities are diverse, 'having the trust and confidence of all' means finding new ways to work with and listen to the voices within the community.

### 2.3.1 Focus Area 6

#### ***Building trust and confidence in our Ethnic communities by listening and responding to the community voice***

We understand that some of our communities have come from countries where their relationship and experience with law enforcement agencies has been negative one. NZ Police is committed to changing this perception and continuing to build partnerships, and trust and confidence with Ethnic communities.

It is vital to have open and effective communication channels between Police and communities to keep them informed and updated following Police interactions and engagements. Our communities have told us that we need to improve on how we 'close the loop' and follow up after seeking input from our communities. Police also recognise that advisory boards on a local and national level provide useful insights into the challenges and needs of the communities. Utilising advisory boards and other innovative ways of connecting with communities is essential to gaining insights into our communities.

Building effective relationships and partnerships occurs over time, and it is important that Police values and respects our communities' time and commitment.

### 2.3.2 Focus Area 7

#### ***Partnerships with community providers and government agencies to improve long-term wellbeing for Ethnic peoples***

Police continues to explore ways of engaging and partnering with community providers and government agencies. This can be seen through regular engagements at local cultural and religious community events, providing support during difficult times, as well as talking with communities on matters and policies that impact them at an area, district and national level as well as global issues.

Police plays a role in integrating newcomers into Aotearoa such as students, migrants and former refugees. Police collaborates with other agencies such as Ministries and the New Zealand Red Cross to welcome and support the settlement of former refugees and migrants into the New Zealand way of life. Police also works with international student bodies to help international students integrate and succeed in New Zealand.

Connecting with communities during global events has been and will continue to be a priority for Police. Police recognises the distress that events such as war, terror attacks, global pandemics, and high-profile protests can cause. It is important to acknowledge and connect with Ethnic communities during those times to show support, solidarity and improve long-term wellbeing for communities that are experiencing difficult times. Creating and formalising partnerships, where appropriate, with cross-agency partners and organisations can support the provision of well-rounded services and care for our communities where their needs are fully addressed.

### 3.0

## Turning strategy into action

The following section provides guidance to build and deliver localised plans, providing the opportunity to engage with communities to ensure our policing response and engagement activities delivers to their service needs.

At a National, District and Area level, action plans are vital to the implementation of the strategy. They are a mechanism to direct focused efforts and provide regular reporting on initiatives and approaches identified to address the focus areas within this strategy.

The following tables provide examples on how all Police staff can best contribute to deliver what is required against the service needs expressed by Ethnic communities and the strategy focus areas outlined. The actions and activities below require a coordinated and collaborative approach with internal and external stakeholders to enable districts to meet their overall goals and priorities.





## Uplifting the Capability of Our People

**Strategy purpose:** To empower our people to provide principled, effective and efficient policing services that are responsive to Ethnic communities' needs and aspirations.

	Why is it important?	We will have succeeded when:	What will we do?
<b>Focus Area 1</b> Increasing and maintaining Ethnic representation across all levels of Police to reflect Aotearoa's Ethnic population	<ul style="list-style-type: none"> <li>Increasing diversity within Police enabling better relationships, connections and understanding of our communities</li> <li>Reflecting the communities which we serve supports increased Trust and Confidence</li> </ul>	<ul style="list-style-type: none"> <li>The Police population is better reflective of our communities</li> <li>Police is retaining Ethnic staff within the organisation</li> <li>Ethnic staff are represented within various ranks of the organisation</li> </ul>	<ul style="list-style-type: none"> <li>National and local recruitment campaigns that are tailored for Ethnic communities</li> <li>Continue to create leadership and development opportunities for existing staff to ensure Ethnic staff are valued recognised, and acknowledged and are encouraged to continue within their Police journey</li> <li>Regular engagement between the National Ethnic Partnerships team and District Ethnic Liaison Officers to share knowledge and contribute to the uplift of the cultural capability within staff</li> <li>Districts incorporating the learning development opportunities into their own professional development programmes</li> <li>Connecting with the diverse staff within districts by having internal support networks and creating the space and opportunity for wellbeing checks.</li> </ul>
<b>Focus Area 2</b> Build Police's cultural understanding and capability	<ul style="list-style-type: none"> <li>Increase cultural capability of Police to engage more effectively with Ethnic communities</li> </ul>	<ul style="list-style-type: none"> <li>Training resources are more widely available on Ethnic, cultural, and religious diversity</li> <li>Police staff feel empowered and enabled to engage with various Ethnic communities</li> </ul>	<ul style="list-style-type: none"> <li>Developing improved learning curriculum and resources as well as better content delivery</li> <li>Providing support to district learning plans</li> <li>Staff are provided with development opportunities to understand and recognise cultural considerations</li> <li>Districts incorporating the learning development opportunities into their own professional development programmes</li> </ul>

## Community Support and Reassurance

**Strategy purpose:** To empower our people to provide principled, effective and efficient policing services that are responsive to Ethnic communities needs and aspirations.

	Why is it important?	We will have succeeded when:	What will we do?
<b>Focus Area 3</b> Improving the collection, recording, analysis and sharing of data	<ul style="list-style-type: none"> <li>Current data is not an accurate indicator of current offending behaviour and victimisations</li> </ul>	<ul style="list-style-type: none"> <li>Police data is better reflective of current offending and victimisation trends</li> <li>Decision makers feel empowered to make evidence-based decisions based on available data and analysis</li> </ul>	<ul style="list-style-type: none"> <li>Improved training for staff to record and report better ethnicity data</li> <li>Developing a process to update ethnicity details when they become known/changed</li> <li>Commission statistical Ethnic research to supplement Police data</li> <li>Making data more accessible to communities through:               <ul style="list-style-type: none"> <li>Proactive release of data</li> <li>Sharing data with communities via Police advisory groups and community meetings</li> </ul> </li> <li>Improving staff understanding of ethnicity data through better training</li> <li>Equipping staff with tools to enable better ways of engaging with communities to be able to capture better data</li> <li>Developing partnership databases which capture current relationships and district specific contacts</li> </ul>
<b>Focus Area 4</b> Police are culturally responsive to victims of crime by providing appropriate support and up to date information	<ul style="list-style-type: none"> <li>Increased trust and confidence in Police and providing better wrap around support for victims</li> </ul>	<ul style="list-style-type: none"> <li>Increase in reporting of crime and victimisations by Ethnic communities</li> </ul>	<ul style="list-style-type: none"> <li>Working with Victim Support agencies to deliver better victim-centric services</li> <li>Identify, develop, and implement targeted support systems for victims</li> <li>Working with partner agencies to address current-day issues such as retail crime and family harm</li> </ul>
<b>Focus Area 5</b> Police work with Ethnic Communities to address the issues that lead to repeat victimisation and offending	<ul style="list-style-type: none"> <li>Breadth of services available to address the drivers of demand</li> <li>Tailored resolutions that address the specific needs of the communities</li> </ul>	<ul style="list-style-type: none"> <li>Decrease in revictimisation and repeat offending numbers</li> </ul>	<ul style="list-style-type: none"> <li>Continuing to Identify the underlying drivers of offending and victimisations</li> <li>Increase in referrals to appropriate services to address offending risk factors</li> <li>Using evidence-based approaches to reduce the risk of re-offending</li> </ul>

## Focused Police Effort through Partnerships and Engagement

**Strategy purpose:** To empower our people to provide principled, effective and efficient policing services that are responsive to Ethnic communities needs and aspirations.

	Why is it important?	We will have succeeded when:	What will we do?
<b>Focus Area 6</b> Building trust and confidence in our Ethnic communities by listening, and responding to the community voice	<ul style="list-style-type: none"> <li>• Equitable service delivery to avoid unintended consequences for Ethnic communities</li> <li>• Fair portrayals of Ethnic communities by Police</li> <li>• Strong partnerships between Police and Ethnic communities</li> </ul>	<ul style="list-style-type: none"> <li>• Communities are telling us that they feel listened to, supported and valued</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver information/education to communities in different languages to capture communities that may not have engaged with Police otherwise.</li> <li>• Using media services to positively raise public awareness of Ethnic communities within and outside of Police</li> <li>• Delivering cultural communication training across the district</li> <li>• Ensuring Police conversations, communications and media are factual and balanced</li> <li>• Ensuring districts have resources such as Allocated Ethnic Liaison Officers to convey and liaise between Police and the communities</li> <li>• Creating Ethnic advisory boards within districts to allow further opportunities to hear community voices</li> </ul>
<b>Focus Area 7</b> Partnerships with community providers and government agencies to improve long term wellbeing for Ethnic communities	<ul style="list-style-type: none"> <li>• Effective partnerships between Police and community providers to develop initiatives to meet the needs of Ethnic communities</li> <li>• Providing and creating a well-rounded environment for Ethnic communities to flourish</li> </ul>	<ul style="list-style-type: none"> <li>• Ethnic communities report feeling integrated, settled, and are presented with equitable opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate with cross-sector agencies to provide alternative forms of resolution and support delivering better outcomes for Ethnic communities</li> <li>• Working with non-government agencies to support them in delivering services to Ethnic communities that help prevent them from entering the justice system</li> <li>• Developing memoranda of understanding between Police and cross-sector agencies where appropriate to help in uplifting the wellbeing of our communities</li> <li>• Collaborating with government agencies to develop effective strategies to integrate refugees and migrants in New Zealand</li> <li>• Building strong relationships with local government and non-government organisation representatives to deliver effective services to refugees, migrants and international students</li> </ul>



***Police should  
be visible and  
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in the  
communities  
they serve***



## Appendix One:

# Data of Ethnic communities in New Zealand

Please note: This data provides a snapshot profile from the 2018 and 2023 Census reports and therefore should be viewed and/or used with the understanding that the data will change as StatsNZ release more Census findings. Further up-to-date data will be collated from the ongoing 2023 census data releases.

In 2018, over 25% of the Aotearoa population were born overseas. In some areas, the number is even greater, for example, almost 40% of people living in Auckland were born overseas with the largest group of people born overseas entering from Asia.<sup>15</sup>

Almost one in five people in Aotearoa speak more than one language. Aside from English, the most common languages spoken in Aotearoa are te reo Māori, Samoan, Northern Chinese dialects, Hindi and French were the most common languages spoken by multilingual people.<sup>16</sup>

From 2015 to 2020, Aotearoa has seen between 150,000 and 230,000 people enter on a work visa. In the same period, between 360,000 and 490,000 people gained New Zealand residency visas, with the majority coming from India, Great Britain, China, Philippines, Samoa, Fiji and South Africa. Furthermore, the New Zealand Government has also continued its international commitment to receiving and supporting 1,500 refugees every year under the quota system,<sup>19</sup> as well as granting refugee status to an average 184 asylum seekers per year.<sup>20</sup>

Prior to the Covid-19 pandemic, over 100,000 international students travelled every year to Aotearoa and made a significant contribution to the social and economic landscape.

**76% of Ethnic people were born overseas while 24% were born in Aotearoa**

<sup>15</sup> <https://www.stats.govt.nz/tools/2018-census-place-summaries/auckland-region> accessed 19 May 2022

<sup>16</sup> <https://figure.nz/chart/wEZovDx96Odumctk> accessed 19 May 2022.

<sup>17</sup> <https://www.immigration.govt.nz/documents/statistics/statistics-work-applications-decided> accessed 27 October 2021.

<sup>18</sup> <https://www.immigration.govt.nz/documents/statistics/statistics-residents-decisions-financial-year> accessed 27 October 2021.

<sup>19</sup> <https://www.immigration.govt.nz/about-us/what-we-do/our-strategies-and-projects/supporting-refugees-and-asylum-seekers/refugee-and-protection-unit/new-zealand-refugee-quota-programme#:~:text=New%20Zealand's%20annual%20Refugee%20Quota,Quota%20Programme%20in%202021%2F2022> accessed 19 May 2022.

<sup>20</sup> New Zealand Red Cross Humanitarian Migration Report: Current and emerging issues in Aotearoa New Zealand November 2022.

## Appendix Two:

# Data from the Ministry for Ethnic Communities show us the following about our Ethnic communities<sup>21</sup>

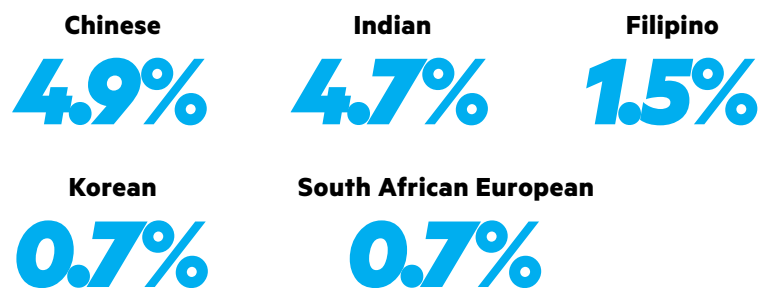
Ethnic communities represent approximately **20%** of Aotearoa's total population. **1,010,469** people out of 4,993,923 identify as an Ethnic community member.

There are **more members of Ethnic** communities with a **bachelor's** and **postgraduate qualification** when compared to the rest of the population.

The **largest** numbers of Ethnic **communities** live in these five cities:

- Auckland
- Christchurch
- Wellington
- Hamilton
- Lower Hutt

The largest Ethnic communities population groups in Aotearoa New Zealand are:



**76%** of Ethnic people were born overseas while **24%** were born in Aotearoa.

The **top three industries** that Ethnic communities **work** in are:

- Accommodation and Food services;
- Professional, Scientific and Technical services;
- Health Care and Social Assistance services (Aged Care, Child Care, Residential Care) and Retail.



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