



# Living Together Committee

## *Te Komiti noho tahi*

Thursday, 6 March 2025  
*Tāite, 6 Poutūterangi 2025*

Tōtara Room, Whakatāne District Council  
14 Commerce Street, Whakatāne  
Commencing at 9:00 am



Chief Executive: Steven Perdia | Publication Date: 28 February 2025

[whakatane.govt.nz](http://whakatane.govt.nz)





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**Live Streaming the Meeting - *Ka whakapāho mataora te hui***

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**A Membership - *Mematanga***

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Mayor Dr Victor Luca  
Councillor Wilson James - Chairperson  
Deputy Mayor Lesley Immink  
Councillor Gavin Dennis - Deputy Chairperson  
Councillor Toni Boynton  
Councillor Gavin Dennis  
Councillor Andrew Iles  
Councillor Julie Jukes  
Councillor Tu O'Brien  
Councillor John Pullar  
Councillor Ngapera Rangiaho  
Councillor Nándor Tánczos



## **B Delegations to the Living Together Committee - *Tuku Mahi ki te Komiti***

### **B Delegations to the Living Together Committee - *Tuku Mahi ki te Komiti***

1. To provide governance advice on community wellbeing, facilities, strategies, economic development, and associated policy and bylaws.
2. To promote and foster social cohesion, connection, and wellbeing.
3. To ensure facilities and programmes are provided that enhance and support community health and wellbeing.

#### **Specific functions and delegations**

- a. Develop, and monitor implementation of, Council's Community Development and other related Strategies.
- b. Approve Council submissions to central government, councils and other organisations including submissions to any plan changes or policy statements.
- c. Monitor the implementation of Te Toi Waka Whakareī – Council's Māori Relationship Strategy.
- d. Approve all new road names in accordance with the Road Naming and Property Addressing Policy.
- e. Progress the sale of properties as approved in the Long-term Plan and Annual Plan.
- f. Consideration of proposals to change the status or revoke the status of a reserve as defined in the Reserves Act 1977 (including the hearing of submissions).
- g. Receive minutes of Community Boards.
- h. Consider any recommendations from Community Boards and make a recommendation to the Council.
- i. Develop and review associated bylaws (Note: the Council cannot delegate to a Committee the "make" (adopt) a bylaw).
- j. Develop, review and approve strategies, policies and plans on matters related to the activities of this Committee (Note: the Council cannot delegate to a Committee the adoption of policies associated with the Long-term Plan).
- k. To foster and promote strengthening civic engagement.
- l. Receive minutes of the:
  - Whakatāne District Youth Council.
  - Community Funding Committee.
  - Four Community Boards.

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**1 Prayer - *Karakia***

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**2 Meeting Notices - *Ngā Pānui o te hui***

**1. Live Streaming**

The Whakatāne District Council livestreams Council and Standing Committee meetings held in Tōtara Room, within the Council building. The webcast will live stream directly to Council's YouTube channel in real time. The purpose of streaming meetings live is to encourage transparency of Council meetings.

Welcome to members of the public who have joined online and to those within the public gallery.

By remaining in the public gallery, it is understood your consent has been given if your presence is inadvertently broadcast. Please be aware the microphones in Totara Room are sensitive to noise, so please remain quiet throughout the meeting unless asked to speak.

**2. Health and Safety**

In case of an emergency, please follow the building wardens or make your way to the nearest exit. The meeting point is located at Peace Park on Boon Street.

Bathroom facilities are located opposite the Chambers Foyer entrance (the entrance off Margaret Mahy Court).

**3 Apologies - *Te hunga kāore i tae***

No apologies were recorded at the time of compiling the agenda.

**4 Acknowledgements / Tributes - *Ngā mihimihi***

An opportunity for members to recognise achievements, to notify of events, or to pay tribute to an occasion of importance.

## 5 Conflicts of Interest - *Ngākau kōnatunatu*

### 5 Conflicts of Interest - *Ngākau kōnatunatu*

Members are reminded of the need to stand aside from decision making when a conflict arises between their role as an elected member and any private or other external interests they might have. Elected Members are also reminded to update their register of interests when changes occur.

The [register of interest](#) can be viewed on the Council website.

#### 1. Financial Conflict

- Members present must declare any direct or indirect financial interest that they hold in any matter being discussed at the meeting, other than an interest that they hold in common with the public.
- Members cannot take part in the discussion, nor can they vote on any matter in which they have a direct or indirect financial interest, unless with an approved exception.
- Members with a financial interest should physically withdraw themselves from the table. If the meeting is public excluded, members should leave the room.

#### 2. Non-Financial Conflict

- If a member considers that they have a non-financial conflict of interest in a matter they must not take part in the discussions about that matter or any subsequent vote.
- Members with a non-financial interest must leave the table when the matter is considered but are not required to leave the room.

## **6 Public Participation - *Wānanga Tūmatanui***

### **6 Public Participation - *Wānanga Tūmatanui***

#### **6.1 Public Forum - *Wānanga Tūmatanui***

The Council has set aside time for members of the public to speak in the public forum at the commencement of each meeting. Each speaker during the forum may speak for five minutes. Permission of the Chairperson is required for any person wishing to speak during the public forum.

With the permission of the Chairperson, Elected members may ask questions of speakers. Questions are to be confined to obtaining information or clarification on matters raised by a speaker.

#### **6.2 Deputations - *Ngā Whakapuaki Whaitake***

A deputation enables a person, group or organisation to make a presentation to Community Board on a matter or matters covered by their terms of reference. Deputations should be approved by the Chairperson, or an official with delegated authority, five working days before the meeting. Deputations may be heard at the commencement of the meeting or at the time that the relevant agenda item is being considered. No more than two speakers can speak on behalf of an organisation's deputation. Speakers can speak for up to 5 minutes, or with the permission of the Chairperson, a longer timeframe may be allocated.

With the permission of the Chairperson, Elected members may ask questions of speakers. Questions are to be confined to obtaining information or clarification on matters raised by the deputation.

Whakaari Memorial Steering Group - C Hamill and M Inman

The Whakaari Memorial Steering Group has made significant progress on the proposal to establish a permanent memorial for the victims of the December 2019 Whakaari eruption. This memorial will offer a place for reflection and solace for all those affected by the event. The Steering Group will provide an overview of the planning and engagement undertaken thus far.

Presentation material for this deputation is available on the Council website.

Kai Security Sector Research - N Harnett, R Bolkowy and C Barnard

Presenting their research on the current status of kai insecurity in the local area and develop grassroots ideas for how to improve kai security in a way that would have the biggest impact on the local community. It was decided that the best start point for the research was speaking to those organisations at the coal face, dealing with these issues on a daily basis.

Presentation material for this deputation is available on the Council website.

## **7 Confirmation of Minutes - *Te whakaaetanga o ngā meneti o te hui***

### **7 Confirmation of Minutes - *Te whakaaetanga o ngā meneti o te hui***

The minutes from the Living Together meeting held on 14 November and 5 December 2024 can be viewed via the Council website.

Click on the link below in order to view the 'unconfirmed minutes'.

- Unconfirmed Living Together Committee Minutes - [14 November 2024](#)
- Unconfirmed Living Together Committee Minutes - [5 December 2024](#)

### **8 Community Board Recommendations and Minutes - *Ngā Tohutohu me ngā Meneti hui o te Poari Hapori***

The minutes from the Whakatāne District Council Community Boards and Community Funding Committee meetings can be viewed via the Council website.

Youth Council meeting minutes are attached below.

Click on the appropriate link below in order to view the 'unconfirmed minutes'.

#### **Recommendation**

**THAT** the minutes from the following Whakatane District Council Community Board Meetings be received:

- Community Funding Committee - [5 November 2024](#)
- Whakatāne Ōhope Community Board - [18 November 2024](#)
- Murupara Community Board - [19 November 2024](#)
- Rangitāiki Community Board - [27 November 2024](#)
- Tāneatua Community Board - [2 December 2024](#)
- Murupara Community Board - [10 February 2025](#)
- Whakatāne Ōhope Community Board - [10 February 2025](#)
- Youth Council - 13 February 2025

#### **8.1 Minutes - Youth Council 13 February 2025**

**8.1 Minutes - Youth Council 13 February 2025(Cont.)**



## Whakatāne District Youth Council Meeting Minutes

13 February 2025, 3:30pm

### Present:

Youth Council Members:

Mannat Kaur, Jiko Bryant, Holly Russell, Waiwhakaata Hunia, Molly Thompson-Brine, Hannah White, Nate Parsons, Corey Haycock, Puhinoa Tangaroatuane, Annabel Caudwell, Erin Walker, Jack Karetai-Barrett, Frederik Dumat (Freddy), Nanami Hayter, Sophie Clyde, Harry Edwards, Martina Lowry

Council Staff:

Jemma Rudkin

### Apologies:

Nico Bruce, Rene Koolen,

### Agenda Items Covered:

- Opening Karakia and Kai
- Round Table introductions – Name and favourite thing you did over summer
- Overview of how Youth Council will work in 2025.
  - Meetings will be held fortnightly alternating Mondays and Tuesdays at 4pm.
  - Create a work plan for the year with things Youth Council want to achieve as well as the civics education.
  - Set up roles in the Youth Council so everyone can share the workload.
  - Start thinking about what to achieve this year.
  - Planned refresh of the Youth Strategy Actions this year.
- Human Bingo Game
- Term of Reference
  - Overview with key points being:

A2840011



## 8.1 Minutes - Youth Council 13 February 2025(Cont.)



- If you miss three meetings in a row without letting Jemma know beforehand you will not be considered part of the Youth Council
- Behaviours, we treat each other with respect and create a safe environment for everyone
  - Jemma to send out PDF doc to everyone
  - Members to read through this and sign it then send back to Jemma.
- Brainstorm - 10mins in groups of 3-4 think about what you want to achieve this year/events you want to be part of:
  - Meet new people
  - Gain leadership skills
  - Give a youth perspective on projects that impact youth
  - Skills for leaving school
  - Make a mark on the community – something permanent like a mural/monument
  - Partner with Halo Whakatāne to help the environment
  - Gain more knowledge about our community
  - Mural
  - Make something 'cool'
  - Youth disco
  - Movie night
  - Easter egg/scavenger hunt
  - Be part of light up festival
  - Youth Week.
- Communicating
  - Set up a group chat on Instagram
  - Emails.

### Other Updates:

- Tamariki food fair is on Saturday April 5<sup>th</sup> which Youth Council is part of again partnering with Road Safety
- Community Boards are keen to have a Youth Council member at their meetings (as the Whakatāne-Ōhope Board had last year)

**8.1 Minutes - Youth Council 13 February 2025(Cont.)**



- Closing Karakia
- Meeting ended 4:30pm.

## 9 Reports - *Ngā Pūrongo*

### 9 Reports - *Ngā Pūrongo*

#### 9.1 Better off Report Update



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To: **Living Together Committee**  
Date: **Thursday, 6 March 2025**  
Author: **P Edwards / Programme Manager**  
Authoriser: **Dr. L Woolsey / GM Strategy and Growth**  
Reference: **A2839379**

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#### 1. Reason for the report - *Te Take mō tēnei rīpoata*

The purpose of this paper is to provide Elected Members with an update on the progress of Council's Better Off Funded projects.

#### 2. Recommendation/s - *Tohutohu akiaki*

THAT the Living Together Committee **receive** the Better Off Funding Programme Update.

#### 3. Background - *He tirohanga whakamuri*

The Better Off Funding (BoF) Programme has been active since the funding agreement with the Department of Internal Affairs (DIA) was signed in January 2023. The programme comprises seven projects, each managed by dedicated project managers. These managers have completed individual project-level reports, which have been reviewed and approved by the respective project sponsors. The key details of these projects are now summarised in this report.

The table below provides an overview of the key information for each project within the Better Off Funding (BoF) Programme:

Project Name	Total Funding	Funding Remaining (as at 31 Jan 25)	Completion Date
Collective Iwi Policy Hub	\$1,000,000	\$520,341	31 December 2025
Building Civil Defence Capability and Community Resilience	\$1,360,000	\$407,244	30 June 2025

**9.1 Better off Report Update(Cont.)**

<b>Project Name</b>	<b>Total Funding</b>	<b>Funding Remaining (as at 31 Jan 25)</b>	<b>Completion Date</b>
Hono Hapori – Community Outreach for Council Services	\$500,000	\$162,951	31 December 2024
CCTV Upgrade	\$1,000,000	\$162,951	31 December 2026
Accelerating EBOP Spatial Plan Project	\$200,000	0	30 September 2023
Active Whakatāne – Edgecumbe to Thornton project	\$900,000	\$385,226	31 December 2025
Southern District Towns Regeneration - Murupara and Minginui	\$700,000	\$620,000	30 June 2025
<b>Total</b>	<b>\$5,660,00</b>	<b>\$2,298,921</b>	

**4. Discussion – Kōrerorero**

This section provides a summary of the BoF projects progress as well as additional programme level commentary to provide Elected Members with a sense of the overall status of the programme.

**4.1. Programme Manager Summary**

The overall programme of works is progressing as planned, with significant advancements across multiple projects. In this reporting period, the successful completion of the Hono Hapori project has brought the total number of completed projects to two, leaving five still in progress. Over the past six months, the programme has made substantial progress, with total expenditure as of 31 January 2025 reaching \$3.3 million, leaving \$2.3 million remaining.

It is anticipated that majority of the remaining funding will be allocated within 2025, with only a small portion set aside for ongoing CCTV costs extending until December 2026. The programme remains on track, with continued focus on completing the remaining projects within the planned timeline and budget.

**4.2. Project Level Summary**

The table below provides a high-level dashboard outlining each project’s status, as per project reporting received in January 2025.

**Project Dashboard Notes**

Risk category ratings

## 9.1 Better off Report Update(Cont.)

The highest of all risk category ratings from the project report is used as the project's overall risk status. A project may have three risk categories rated Green, and one at Amber – the overall status will be Amber.

- A **GREEN** rating means there is no current risk to delivering the project within the parameters agreed in the project plan
- An **AMBER** rating means there is some risk, or potential risk, to the delivery of the project in line with the parameters agreed in its project plan. There is a viable plan to manage the risk.
- A **RED** rating means there is significant risk to the delivery of the project in line with the parameters agreed in the project plan, and escalation is required.

### Project phasing timeline

Project phases for this programme are as follows:

- **Concept:** Seeking approval in principle or securing a funding stream for an idea
- **Initiation:** Project planning, assembling project team and setting the foundations for successful delivery
- **Development:** Developing the proposed way forward and ensuring relevant stakeholders are on board
- **Delivery:** Executing the proposed way forward
- **Closure:** Handing over to BAU, closing out all financial obligations, documenting lessons learnt and successes achieved.

Key:



- **Green:** Complete
- **Pattern:** Underway
- **White:** Not Started



### Project sponsorship

Following the recent Executive restructure, new project sponsors for some of the BoF programmes have been agreed by the Executive Leadership Team.

These are listed in the dashboard below.

Project & Risk Rating	Project Details	Funding Details	High Level Commentary
Collective Iwi Policy Hub	<p><b>Sponsor to Dec 24:</b> Michelle Hingston</p> <p><b>Completion date:</b> December 2025</p> <p><b>Sponsor from Jan 25:</b> Kaihautū: Strategic Māori Partnerships</p>	<p><b>Funding:</b> \$1,000,000</p> <p><b>Spend to 31 Jan 25</b> \$479,659</p>	<p>Additional technical expertise has been integrated into the hub to strengthen its ability to support the programme manager, with a primary focus on spatial planning and climate change risk assessment. Ongoing discussions with the governance group are centred around ensuring the hub’s sustainability beyond DIA funding.</p> <p>The project completion date has been extended from 31 August to 31 December 2025, due to the substantial emphasis on spatial planning. This extension accommodates the necessary consultations and provision of technical advice to the Council, which must be completed before July of this year. After July, the focus will shift to the implementation of potential spatial plans, with particular attention to their impact on Iwi &amp; Hapū, climate change adaptation, and local water management practices.</p>
Natural Hazard Resilience	<p><b>Sponsor:</b> Bevan Gray</p> <p><b>Completion date:</b> December 2025</p> <p><b>Sponsor from Jan 25:</b> GM Strategy and Growth</p>	<p><b>Funding:</b> \$1,360,000</p> <p><b>Spend to 31 Jan 25</b> \$952,756</p>	<p>Following the completion of works at xxx halls in earlier reporting periods, seismic strengthening works have been successfully completed for the community hall in Te Teko. This includes the installation of a new ceiling and energy-efficient lighting, as well as interior painting and an upgraded kitchen to support Civil Defence emergency operations.</p> <p>The Emergency Management team is progressing with the development of their communications trailer. The design phase is complete, and construction is well underway. Once finished, the trailer will be stationed at an alternate Emergency Operations Centre site. It will be equipped with technology that enables it to operate in remote areas, offering Starlink and radio transmitter communications in isolated locations.</p> <p>The consenting process is currently in progress for the expansion of the existing Civil Defence facilities at Waiewe Street, designated as the high ground alternate operations centre.</p>

Project & Risk Rating	Project Details	Funding Details	High Level Commentary
<p><b>Hono Hapori</b> – Community Outreach</p>	<p><b>Sponsor:</b> Georgina Fletcher</p> <p><b>Completion date:</b> December 2024</p>	<p><b>Funding:</b> \$500,000</p> <p><b>Spend to 31 Jan 25</b> \$349,988</p>	<p>The service design, business owner and resources for this new service are complete. The project has now closed and the <u>Honoa Hapori</u> service is now incorporated into 'business-as-usual' functions. While the project is formally completed, data and feedback from communities and staff will be gathered to inform improvements with a continuous improvement approach.</p>
			
<p><b>CCTV Upgrade</b></p>	<p><b>Sponsor:</b> Steven Perdia</p> <p><b>Completion date:</b> June 2027</p> <p><b>Sponsor from Jan 2025:</b> GM Strategy and Growth</p>	<p><b>Funding:</b> \$1,000,000</p> <p><b>Spend to 31 Jan 25</b> \$837,049</p>	<p>The project continues to progress well. During this period, staff have maintained ongoing communication with NZ Police regarding the radio network interface with the Armitage Monitoring Station. This development will enable real-time attendance by Police to events in progress.</p> <p>We anticipate completing the commissioning of the radio network interface in the upcoming period.</p>
			

Project & Risk Rating	Project Details	Funding Details	High Level Commentary
Accelerating EBOP Spatial Plan Project	<b>Sponsor:</b> David Bewley  <b>Completion date:</b> 30 September 2023	<b>Funding:</b> \$200,000  <b>Spend to 31 Jan 25</b> \$200,000	Better off funding “Acceleration” portion of this project is complete.
			
Active Whakatāne–Edgecumbe to Thornton Awa trail	<b>Sponsor:</b> Leny Woolsey  <b>Completion date:</b> December 2025  <b>Sponsor from Jan 2025:</b> GM Strategy and Growth	<b>Funding:</b> \$900,000  <b>Spend to 31 Jan 25</b> \$514,774	<p>The Rangitaiki River walkway upgrade is progressing well, with Sections 1 and 4 completed on time and within budget. The new shared-user path from the Squash Club to Edgecumbe Domain and the track along Thornton Beach Road are already in use and well-received by the public. Wayfinding and informational signage are still to be completed.</p> <p>Section 2, extending past the kiwifruit orchards, is delayed due to ongoing consultations with private landowners regarding access. The track will traverse approximately 350 meters of private land, and discussions around orchard spray operations and privacy concerns are underway. Staff are considering rerouting this section along the roadside in coordination with the Regional Council’s stopbank upgrades.</p> <p>A significant milestone has been the approval of a bylaw for an underpass beneath the Thornton Bridge, which will address public concerns and enhance safety. The project remains on track for completion by 2026, contingent on the timing of the Regional Council’s stopbank upgrades and the resolution of consultations.</p>
			



Project & Risk Rating	Project Details	Funding Details	High Level Commentary
<p><b>Southern District Towns Regeneration</b></p>	<p><b>Sponsor:</b> David Bewley</p> <p><b>Completion date:</b> June 2025</p> <p><b>Sponsor from Jan 2025:</b> GM Strategy and Growth</p>	<p><b>Funding:</b> \$700,000</p> <p><b>Spend to 31 Jan 25</b> \$80,000</p>	<p>Foundational iwi and community engagement for the Masterplans is complete. Ōrua, the architectural partners, are currently developing the visual elements of the Masterplans based on insights gathered from our reports for Ngāti Manawa and Ngāti Whare. These reports include themes from engagements, kōrero tuku iho, mapping of significant sites, and recommendations. The draft scenarios will be shared with Minginui and Murupara communities during the next six months.</p> <p>Following feedback on the draft scenarios, we will conduct a final round of engagement for minor adjustments. Further groups will be invited to the final scenario sessions once dates for Murupara are confirmed. DOC will likely be involved in Minginui once the final plan is in place.</p> <p>Relationships with Te Rūnanga o Ngāti Manawa and Ngāti Whare Iwi Trust remain strong, with regular communication and reporting. All content and progress are endorsed by the iwi entities.</p>
	<pre>             graph LR             A[Concept] --&gt; B[Initiation]             B --&gt; C[Development]             C --&gt; D[Delivery]             D --&gt; E[Closure]             style A fill:#4CAF50,stroke:#333,stroke-width:1px             style B fill:#4CAF50,stroke:#333,stroke-width:1px             style C fill:#4CAF50,stroke:#333,stroke-width:1px,stroke-dasharray: 5 5             style D fill:#4CAF50,stroke:#333,stroke-width:1px,stroke-dasharray: 5 5             style E fill:#fff,stroke:#333,stroke-width:1px             </pre>		

5. Options Analysis - *Ngā Kōwhiringa*

There are no options as this is an information report.

6. Significance and Engagement Assessment - Aromatawai Pāhekoheko

**6.1. Assessment of Significance**

The decisions and matters of this report are assessed to be of low significance, in accordance with the Council's Significance and Engagement Policy.

**6.2. Engagement and Community Views**

Engagement on this matter is not being undertaken in accordance with Section 6.0 of the Council's Significance and Engagement Policy.

7. Considerations - *Whai Whakaaro*

**7.1. Strategic Alignment**

No inconsistencies with any of the Council's policies or plans have been identified in relation to this report.

**7.2. Financial/Budget Considerations**

There is no budget considerations associated with the recommendations of this report.

**7.3. Climate Change Assessment**

There are no significant or notable impacts associated with the matters of this report.

**7.4. Risks**

There are no significant or notable risks associated with the matters of this report.

8. Next Steps – E whai ake nei

**Attached to this Report:**

- There are no appendices attached to this report.

## 9.2 Road Naming Proposals

### 9.2 Road Naming Proposals

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To: **Living Together Committee**

Date: **Thursday, 6 March 2025**

Author: **C King-Hazel / Team Leader Administration – Transportation**

**A Reynolds / Manager Transportation**

Authoriser: **D Bewley / General Manager Planning, Regulatory and Infrastructure**

Reference: **A2828838**

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#### 1. Reason for the report - *Te Take mō tēnei rīpoata*

The purpose of this report is to approve road names for seven private roads and one public road vested with Council, created from subdivisions off the following public roads:

- One private road at 30D Melville Road
- Three private roads at 220 Withy Road
- One private road at 230 Withy Road
- One unnamed public road off 685 Wainui Road
- One private road at 100 Stanley Road
- One private road at 10 Burma Road.

#### 2. Recommendation/s - *Tohutohu akiaki*

1. THAT the Road Naming Report be **received**; and
2. THAT the Living Together Committee **approve** the private road name of “Roberta Lane”, for the subdivision off 30D Melville Road; and
3. THAT the Living Together Committee **approve** the private road names of “Kahu Lane, Ruru Rise, Rangipare Lane”, for the subdivision off 220 Withy Road; and
4. THAT the Living Together Committee **approve** the private road name of “Iramoko Lane”, for the subdivision off 230 Withy Road; and
5. THAT the Living Together Committee **approve** the public road name of “Panekaha Road”, for the subdivision off 685 Wainui Road; and
6. THAT the Living Together Committee **approve** the private road name of “Kererutahi Road”, for the subdivision off 100 Stanley Road; and
7. THAT the Living Together Committee **approve** the private road name of “Burma Rise” for the subdivision off 10 Burma Road.

## 9.2 Road Naming Proposals(Cont.)

### 3. Background - *He tirohanga whakamuri*

The Whakatāne District Council recently reviewed Council's Road Naming and Addressing Policy ([Road Naming and Addressing Policy](#)). The reviewed Policy was adopted by Council at the meeting held on 14 November 2024. During the review period the progress of a number of applications for road names were delayed. This report seeks to approve proposed road names of those outstanding applications.

#### 3.1. Subdivision off 30D Melville Road (private)

This is a new subdivision at 30D Melville Road approved through RC # SS-2023-9796-00. The owner of the development is Brent Looney.

#### 3.2. Subdivision at 220 (no residents) and 230 Withy Road (private)

This is a development at 220 (RC # SS2022-9718-00, SS-2023-9892-00, SS-2024-9961-00) and 230 (RC # SS-2023-9744-00) Withy Road. The developer is Ross Overington.

#### 3.3. 685 Wainui Road

This area has been subject to three separate subdivisions, with the final subdivision completed in 2022. This took the total number of lots created to over five, which is the threshold for a private road to be named as per AS/NZS 4819:2011 and Council's Road Naming and Addressing Policy. This is a public, currently unnamed road with eight residences. This application has been initiated by Council staff so it can be aligned with the required NZ Standard.

#### 3.4. 100 Stanley Road (private)

Multiple subdivision developments have occurred at 100 Stanley Road over time. This has led to the establishment of several right of ways and access ways. The most recent subdivision, located at 100B/6 under RC#SS-2022-9664-00 has increased the number of properties served by this address to more than five, thereby requiring a road name. The developer of the most recent subdivision is Amy Neale.

#### 3.5. 10 Burma Road (private)

The naming of this private road is a requirement of consent LL-2023-9777-00 which brings the number of properties at 10 Burma Road to over five. The applicant is Trevor Green, and as required by the consent, made application to Council for a road name in June 2023.

### 4. Discussion – Kōrerorero

Under section 6.2.1 of the Road Naming and Property Addressing Policy - October 2024, the applicant is responsible for completing an application for road naming. This generally occur as a result of a subdivision. Section 6.2.2 advises the applicant to engage with local Iwi in developing up to three road name options.

Proposed road names are to comply with the Council's "Road Naming Criteria".

The Council does not have any statutory power to approve the names of private roads or ways; however, if an applicant wishes to officially name a private road or way, or to comply with National Standards section 4.2.2, any road (including private roads) that serve six (6) or more lots requires a

## 9.2 Road Naming Proposals(Cont.)

road name. They must abide with the Road Naming and Property Addressing Policy and follow the same process as naming a new road. If there are multiple property owners on the private road, then the application must be accompanied by acknowledgement of support signed by the owners whose properties are currently accessing the private road.

The Policy states that Council has full discretion in deciding road names.

### 4.1. Proposed Road Names

#### 4.1.1. *Subdivision off 30D Melville Road (private road)*

The proposed names submitted are:

- Te Patutaatahi Lane (preferred name from Pouroto Ngaropo, but not supported by Ngāi Taiwhakaea hapū)
- Roberta Lane (preferred name by the developer, the previous landowners and supported by Ngāi Taiwhakaea and iwi)

Following consultation, the recommended name was tested through further consultation with the hapū. Te Patutaatahi was not supported by hapū at this hui; however, the previous property owners (Rika whānau) attended the hui and proposed Roberta Lane as a name recommendation. There was an indication of support by the attendees at the hui, although this was not formally documented.

The Rika whānau have provided the following rationale for the name:

- The name Roberta is a reference to Roberta Rika who lived in the homestead on the property for 50 years. Roberta was a significant member of the community she served, especially with local Māori. Roberta's father was a very respected Māori doctor, Dr Golan Maaka who has his surgery on Commerce Street.
- Roberta and her husband purchased the land at Melville Road to take up farming. They eventually sold the majority of the farm but retained 16 acres and the whānau homestead. They then bought a piece of land in Matatā which they called Beulah Land (meaning married to the land). Interestingly, they purchased the property from the Looney family who have just completed this subdivision with the proposed Roberta Lane leading to it.
- Beulah Services became a significant local business and currently supports over 40 employees. Roberta's whānau credit their success to her continued support.
- The homestead still stands and is inhabited by Roberta's whānau.
- The full story can be found in Appendix F: Roberta Lane Summary.

At a further meeting held on the 4 December 2024, staff and representatives of the Rika whānau met with Taiwhakaea hapū representatives to revisit the option of Roberta Lane as the preferred recommended name. At this meeting it was agreed by all in attendance that Roberta Lane be proposed as the preferred name option.

Mr Looney, the property owner supports Roberta Lane as the preferred name for this road.

As per section 6.3.2 an indication of support is required from all affected property owners. Staff have received evidence that all affected properties owners support Roberta Lane as the recommended name.

## 9.2 Road Naming Proposals(Cont.)

The road type “Lane” has been recommended based on road naming criteria which means “Narrow roadway between walls, buildings or a narrow country roadway”.

All affected residents support Roberta Lane as the preferred name option.

The new private road name “Roberta Lane” is the preferred name by developer, hapū and Iwi and recommended by staff.

### 4.1.2. *Subdivision at 220 Withy (no residents) (private)*

Three new road names are required for this subdivision. The proposed name options have been submitted by Ross Overington (the developer) and were recommended by Pouroto Ngaropo, and supported by Ngāti Rangitihī, Te Rūnanga o Ngāti Awa and Tūwharetoa ki Kawerau for the three new private roads are:

- **Kahu Lane:** Kahu is the Māori name for the New Zealand harrier hawk that is frequently seen in the Withy Road area, particularly in the vicinity of this road.
- **Ruru Rise:** is named after the native New Zealand owl or morepork which is relatively common in the Eastern Bay of Plenty and is often heard at night in the Withy Road area. The road is from Withy Road along a ridge.
- **Rangipare Lane:** is a local ancestral female name relevant to Ngāti Awa.

There are no affected property owners so letters of support from affected property owners are not required. However, the developer met with Timber Tops Estate Limited shareholders in April 2024 (owners at 220 Withy Road) and the proposed names were agreed to by majority vote.

The road types “Lane and Rise” have been recommended based on the road naming criteria – Lane meaning “Narrow roadway between walls, building or a narrow country roadway” and Rise meaning “Roadway going to a higher place or position”.

The new private road names “Kahu Lane, Ruru Rise and Rangipare Lane” are the preferred names by developer, hapū and Iwi and recommended by staff.

### 4.1.3. *230 Withy Road (private)*

The proposed name was submitted by Ross Overington (the developer) and was recommended by Pouroto Ngaropo, and supported by Ngāti Rangitihī, Te Rūnanga o Ngāti Awa and Tūwharetoa ki Kawerau for the new private road is:

- **Iramoko Lane:** This is the proposed name after the Iramoko Marae which adjoins the new road. The Marae is the home base for the Te Tawera hapū of Ngāti Awa and it is associated locally with the Mataatua waka, Mount Putauaki and the Tarawera River.

The road type “Lane” is recommended based on the road naming criteria – Lane meaning “Narrow roadway between walls, building or a narrow country roadway”.

As per section 6.3.2 an indication of support is required from all affected property owners. The developer has advised staff that all affected properties owners support Iramoko Lane as the recommended name.

The new private road name “Iramoko Lane” is the preferred name by developer, hapū and Iwi and is recommended by staff.

## 9.2 Road Naming Proposals(Cont.)

### 4.1.4. 685 Wainui Road

The proposed name was submitted was recommended by Wiki Mooney, a local Ngāti Awa Kaumatua and the proposed name, which is supported by the Waimana Kaaku Chairperson, Te Uru Taumatua and Tuwhakairora Chairperson for the new road is:

- **Panekaha Road:** Panekaha was a Tūhoe chief who resided on the hill on the eastern side of Wainui Road just prior to Te Kooti Road. Two of his daughters married the son of Ronowhakaata - chief of Gisborne - and later were married to Tanemoeahi, the older brother of Tūhoe. As a result of these marriages, connections can be linked to Gisborne, Waimana and Rūātoki, Ngāti Awa and Tauranga moana.

In his heyday, Panekaha had a number of skirmishes in Ōhiwa Harbour and used to drag the bodies of his enemies across the mudflats, near where a spring is available to the public for water. Hence the place is called Te Ara Tōtō a Panekaha.

The new road type “Road” is consistent with the road naming criteria – Road meaning “Open roadway primarily for vehicles”.

Staff have contacted the majority of affected residences and provided the opportunity for comment. Two property owners were unable to be contacted as they reside in Australia. No objections to the proposed name of Panekaha Road have been received from the affected residences that were notified by staff.

The new private road name “Panekaha Road” is the preferred name by the developer, hapū and Iwi and is recommended by staff.

### 4.1.5. 100 Stanley Road (private)

The proposed name option was recommended by local Kaumatua, Wiki Mooney and is supported by Amy Neale (the developer) and Iwi. The proposed name for the private road is:

- **Kererutahi Road:** referencing the old pā site above the house on the corner of Stanely Road and directly above Wainui Road. The pā was located in this area because of the abundance of kereru/pigeons which was one of the major sources of food.

The road type “Road” is consistent with the road naming criteria – “Road meaning open roadway primarily for vehicles”.

As per section 6.3.2 of the policy, an indication of support from affected property owners is required from all affected property owners. Staff have contacted the majority of affected residents who are supportive of the proposed name Kererutahi Road. One property owner that does not support the name claims that a Māori name may impact his business in Australia; however, he did not provide any detail on what this impact may be.

The new private road name “Kererutahi Road” is the preferred name by the developer, hapū and Iwi and is recommended by staff.

### 4.1.6. 10 Burma Road (private)

In 2023, Trevor Green made an application to name the private road at 10 Burma Road to comply with consent LL-2023-9777-00. The proposed name options in order of preference are:

## 9.2 Road Naming Proposals(Cont.)

1. Burma Rise
2. Burma Heights
3. Burma Ridge

The road type “Rise” is consistent with the road naming criteria – “Roadway going to higher place or position”. Road type “Heights” and “Ridge” are not listed as appropriate road types as outline in AS/NZA 4819:2011.

Staff investigated an option of “Burma Road Extension” but this was not supported by Land Information New Zealand (LINZ).

The proposed name is a duplicate of the road name that is runs off, and this is not strictly supported by clause 4.4.7 of ASNZS 4819:2011. However, in this case, it directly runs off Burma Road and the purpose of avoiding confusion through duplication is not especially relevant, because of their physical proximity to each other. There are also relatively recent examples of this type of road naming in our district, such as Gateway Drive, Gateway West and Gateway Crescent, where similarity of names for relatively proximate places helps to strengthen and reinforces the location, avoiding confusion.

This application was made as part of a requirement of consent and their being more than five properties off 10 Burma Road. However the applicant and the residents would prefer not to have the private road named. The applicant provided evidence of support of the road name options with the application in 2023. All applicants support the name options provided but request that no name blade be erected.

The applicant and the property owners preference would be not to have the road named.

As this application was made prior to the reviewed Road Naming and Addressing Policy being adopted, the applicant did not consult with hapū and Iwi. However, staff have consulted and have received support of the proposed name from the Ngāti Hokopu delegate and Te Rūnanga o Ngāti Awa.

Staff recommend the road name “Burma Rise” be approved for this private road, and support the request from the applicant and other property owners to not have a name blade erected at this time.

## 5. Options Analysis - *Ngā Kōwhiringa*

### 5.1. Option 1 Approve proposed road names – Recommended option

The following proposed road names have been recommended by the applicants and staff, and are supported by hapū and Iwi:

Proposed road name	Private/Public Road	Location
Roberta Lane	Private	30D Melville Road
Kahu Lane	Private	220 Withy Road
Ruru Rise	Private	
Rangipare Lane	Private	
Iramoko Lane	Private	230 Withy Road



**9.2 Road Naming Proposals(Cont.)**

Proposed road name	Private/Public Road	Location
Panekaha Road	Public	685 Wainui Road
Kererutahi Road	Private	100 Stanley Road
Burma Rise	Private	10 Burma Road

These applications for road names were all made prior to the adoption of the 2024 Road Naming and Addressing Policy and have followed the processes, objectives and principles of the reviewed policy.

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>The names proposed are supported by the applicants, hapū and Iwi, and where required by affected residents.</li> <li>Approval will finalise these historical applications that were made prior to the reviewed Road Naming and Addressing Policy being adopted.</li> </ul>	<ul style="list-style-type: none"> <li>The proposed name Burma Rise is not deemed appropriate according to ASNZS 4819:2011 and there is a minimal risk that LINZ may reject this name on this basis. However, to date, LINZ has not rejected any name that Council has allocated.</li> </ul>

**5.2. Option 2 Decline some or all of the proposed road names**

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>There are no clear advantages to this option.</li> </ul>	<ul style="list-style-type: none"> <li>Declining some or all of the proposed road names would frustrate the applicants and those who have spent considerable time and effort preparing options in accordance with the Policy. This could likely hinder further efforts to bring this process to a close, and potentially affect inputs for future road name applications.</li> <li>Declining some or all of the proposed road names would cause further delays to the road(s) being named.</li> <li>Delays to the roads being named create significant issues for the applicants to enable compliance with respective resource consents, delays creating titles with addresses that are needed for service connections, insurance etc.</li> </ul>

### 9.2.1 Appendix A - Map of the new road at 30D Melville Road

## 6. Significance and Engagement Assessment - Aromatawai Pāhekoheko

### 6.1. Assessment of Significance

The decisions and matters of this report are assessed overall to be of **low** significance, in accordance with the Council's Significance and Engagement Policy.

### 6.2. Engagement and Community Views

Engagement with the Applicants, hapū and iwi and where applicable property owners, has continued throughout this process.

## 7. Considerations - *Whai Whakaaro*

### 7.1. Strategic Alignment

The recommendations of this report are sufficiently consistent with the 2024 Road Naming and Addressing Policy.

### 7.2. Financial/Budget Considerations

There is no budget considerations associated with the recommendations of this report.

### 7.3. Climate Change Assessment

There are no significant or notable impacts associated with the matters of this report.

### 7.4. Risks

There are no significant risks associated with the matters outlined in this report. However, if the recommended option is not approved, there is a potential risk to the Council's reputation, as well as possible frustration among developers and applicants who have complied with the Road Naming and Addressing Policy but do not see their recommendations approved.

#### **Attached to this Report:**

- Appendix A - Map of the new road at 30D Melville Road
- Appendix B - Map of the new roads at 220 & 230 Withy Road
- Appendix C - Map of the new road at 685 Wainui Road
- Appendix D - Map of the new road at 100 Stanley Road
- Appendix E - Map of the new road at 10 Burma Road
- Appendix F - Roberta Lane Summary

### 9.2.1 Appendix A - Map of the new road at 30D Melville Road


9.2.1 Appendix A - Map of the new road at 30D Melville Road(Cont.)



Appendix 1: Map of new road at 30D Melville Road

**Legend:**

- Proposed new road
- Primary land parcels
- Current roads
- Parcels affected by the new road name
- Current addresses

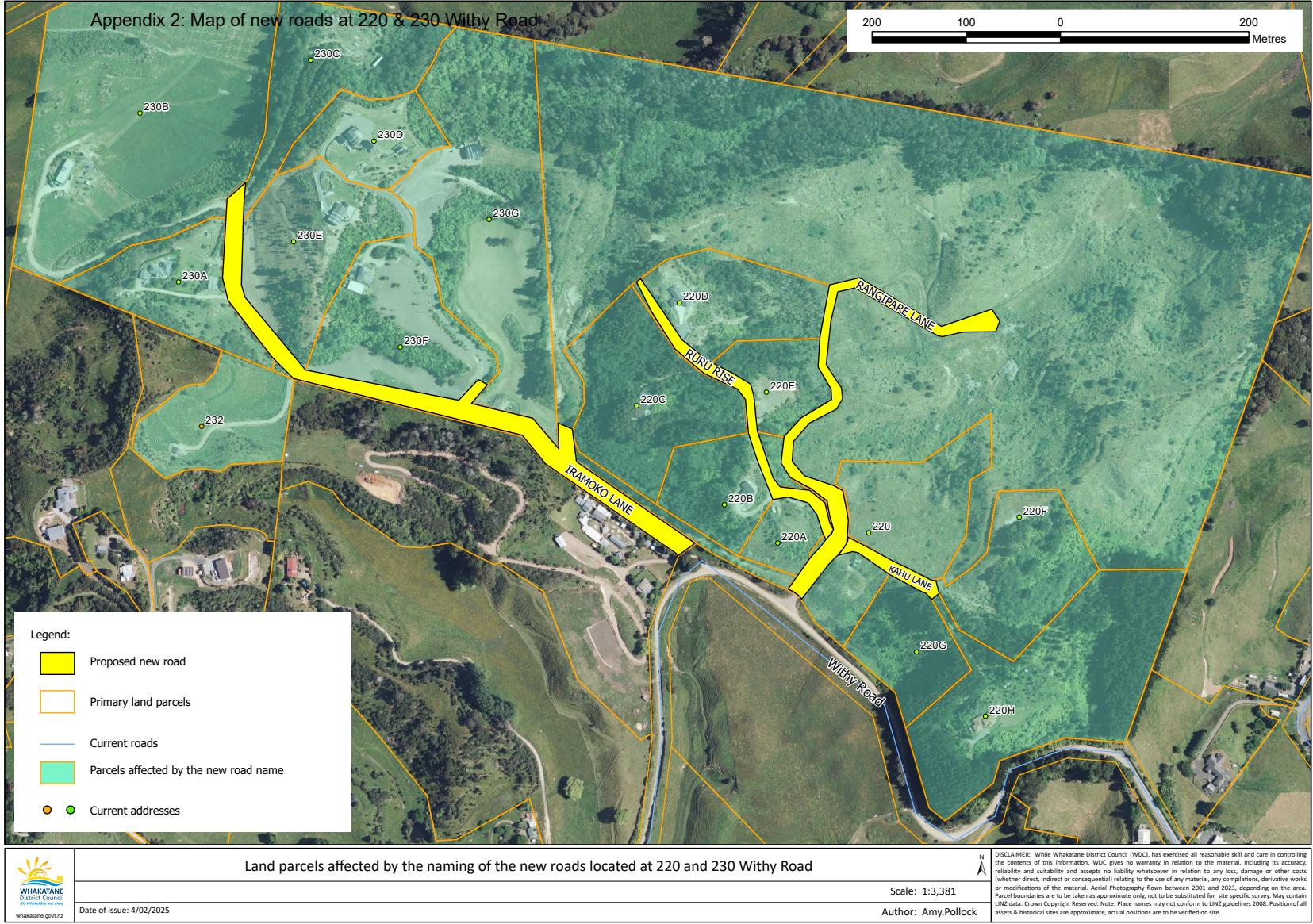
 WHAKATĀNE DISTRICT COUNCIL <small>Whakatane.govt.nz</small>	<p>Land parcels affected by the naming of the new road located at 30D Melville Road.</p> <p>Date of issue: 20/01/2025</p>	<p>Scale: 1:3,381</p> <p>Author: Amy.Pollock</p>	<p>DISCLAIMER: While Whakatane District Council (WDC), has exercised all reasonable skill and care in controlling the contents of this information, WDC gives no warranty in relation to the material, including its accuracy, reliability and suitability and accepts no liability whatsoever in relation to any loss, damage or other costs (whether direct, indirect or consequential) relating to the use of any material, any compilations, derivative works or modifications of the material. Aerial Photography flown between 2003 and 2024, depending on the area. Parcel boundaries are to be taken as approximate only, not to be substituted for site specific survey. May contain LINZ data: Crown Copyright Reserved. Note: Place names may not conform to LINZ guidelines 2008. Position of all assets &amp; historical sites are approximate, actual positions are to be verified on site.</p>
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**9.2.2 Appendix B - Map of new roads at 220 & 230 Withy Road**

**9.2.2 Appendix B - Map of new roads at 220 & 230 Withy Road**



9.2.2 Appendix B - Map of new roads at 220 & 230 Withy Road(Cont.)

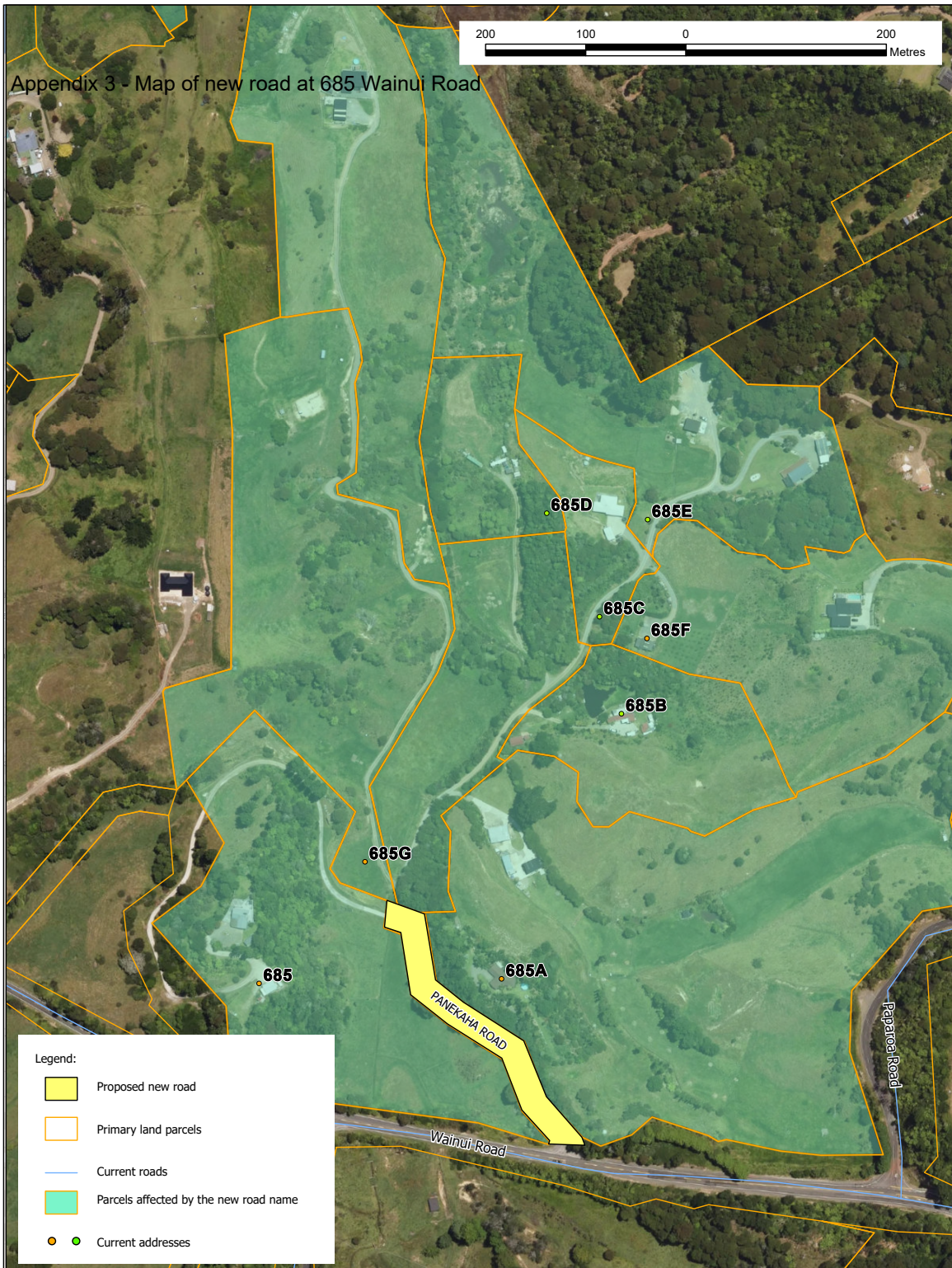



**9.2.3 Appendix C - Map of new road at 685 Stanley Road**

**9.2.3 Appendix C - Map of new road at 685 Stanley Road**



9.2.3 Appendix C - Map of new road at 685 Stanley Road(Cont.)



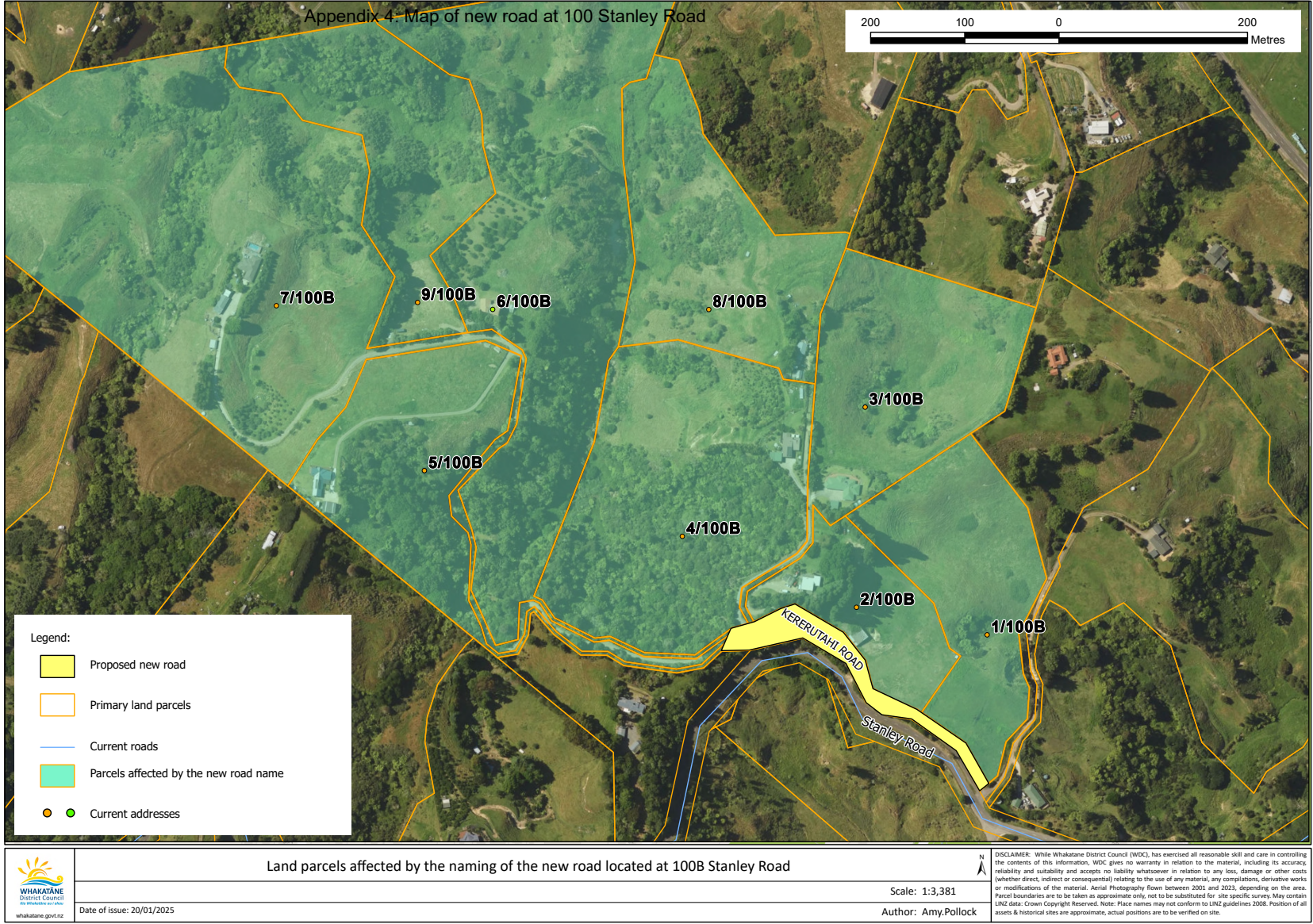
	<p>Land parcels affected by the naming of the new road located at 685 Wainui Road</p>	<p>N</p>	<p>DISCLAIMER: While Whakatane District Council (WDC), has exercised all reasonable skill and care in controlling the contents of this information, WDC gives no warranty in relation to the material, including its accuracy, reliability and suitability and accepts no liability whatsoever in relation to any loss, damage or other costs (whether direct, indirect or consequential) relating to the use of any material, any compilations, derivative works or modifications of the material. Aerial Photography flown between 2003 and 2023, depending on the area. Parcel boundaries are to be taken as approximate only, not to be substituted for site specific survey. May contain LINZ data. Crown Copyright Reserved. Note: Place names may not conform to LINZ guidelines 2008. Position of all assets &amp; historical sites are approximate, actual positions are to be verified on site.</p>
	<p>Date of Issue: 20/01/2025</p>		

**9.2.4 Appendix D - Map of new road at 100 Stanley Road**

**9.2.4 Appendix D - Map of new road at 100 Stanley Road**



9.2.4 Appendix D - Map of new road at 100 Stanley Road(Cont.)

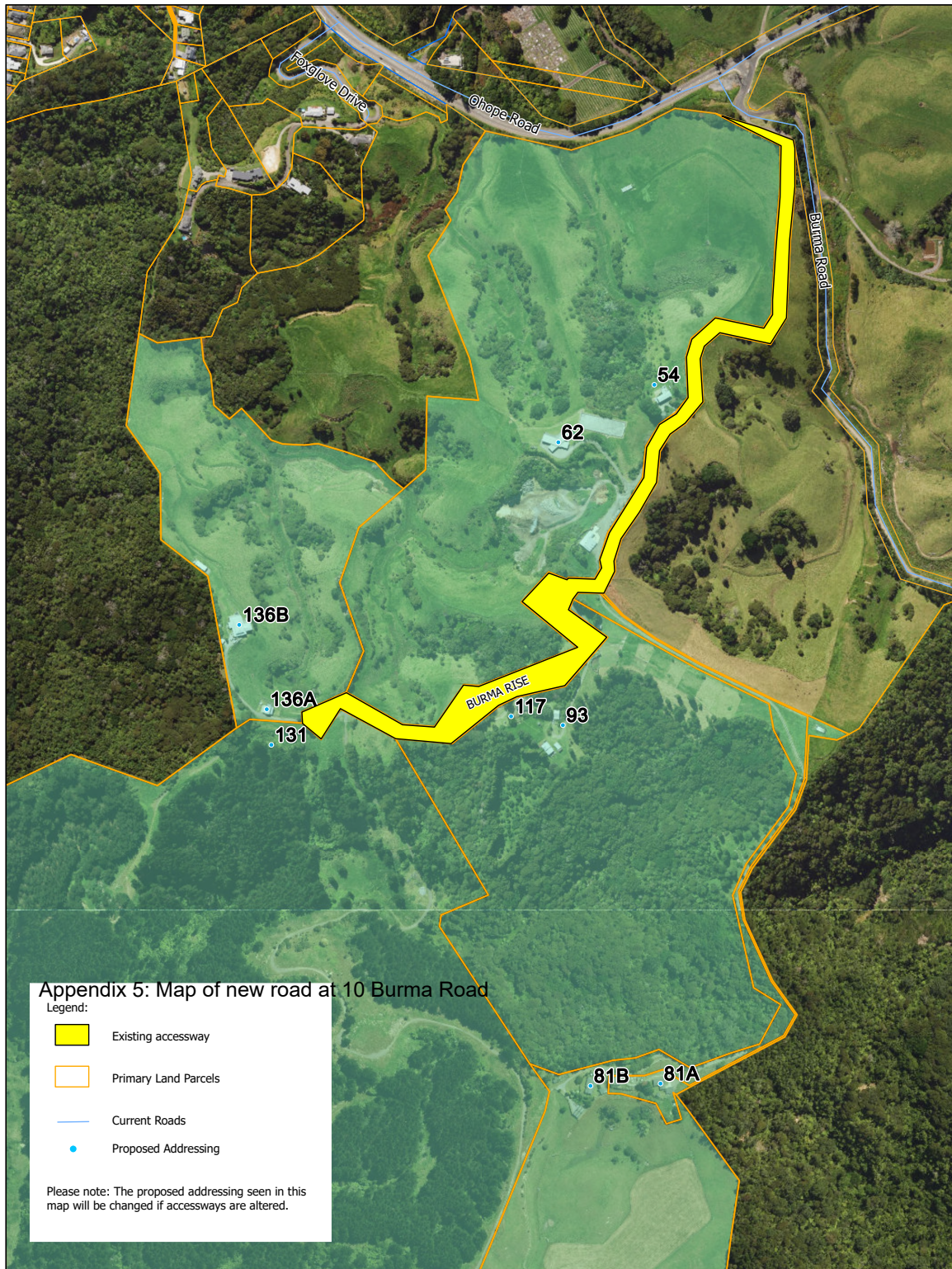



**9.2.5 Appendix E - Map of new road at 10 Burma Road**

**9.2.5 Appendix E - Map of new road at 10 Burma Road**



9.2.5 Appendix E - Map of new road at 10 Burma Road(Cont.)



	<p>Proposed addressing for the proposed new road located at 10F Burma Road.</p>	<p>N</p>	<p>DISCLAIMER: While Whakatane District Council (WDC), has exercised all reasonable skill and care in controlling the contents of this information, WDC gives no warranty in relation to the material, including its accuracy, reliability and suitability and accepts no liability whatsoever in relation to any loss, damage or other costs (whether direct, indirect or consequential) relating to the use of any material, any compilations, derivative works or modifications of the material. Aerial Photography flown between 2003 and 2023, depending on the area. Parcel boundaries are to be taken as approximate only, not to be substituted for site specific survey. May contain LINZ data; Crown Copyright Reserved. Note: Place names may not conform to LINZ guidelines 2008. Position of all assets &amp; historical sites are approximate, actual positions are to be verified on site.</p>
	<p>Date of Issue: 5/02/2025</p>		

**9.2.6 Appendix F - Roberta Lane Summary**

**9.2.6 Appendix F - Roberta Lane Summary**

## 9.2.6 Appendix F - Roberta Lane Summary(Cont.)

### Appendix F: Roberta Lane Summary

#### **The story of Roberta Rika (For the naming of Roberta Lane off Melville Road in Awakeri)**

Written by her daughter Gina Jones

24/07/2024

Many people, including me consider Roberta Rika to be the legend of Melville Road, where her homestead still stands today after almost fifty years.

Roberta was born in 1942 in Whakatane and grew up on Commerce Street. Her father, Golan Maaka, was a respected Maori doctor, and her mother, Florence Stewart, was the daughter of Ngati Awa iwi leader Albert Te Tāwhero Stewart, who was a law clerk and a politician known as Tuati.

She grew up in a family that served the community, especially local Maori, as the Commerce Street home surgery regularly overflowed with people waiting for Dr Maaka to see them. After the last person left, Florence, Roberta and her two younger sisters cleaned the house from top to bottom, preparing it for the next day's patients.

Her life of service never ended because she and my father had ten children and over fifty mokopuna!

They needed a place for their huge whanau to run freely, stay out of mischief, and work hard. So, in 1976 they applied to the Department of Maori Affairs for a loan to buy a dairy farm in the middle of Awakeri. They were not farmers, but they were prepared to give it a go. They were amazed and thought it a miracle from God, when the Department approved the loan. It was such a rarity that the newspaper did a story on them which featured a photo standing in the cow shed's yard.

The first six of Roberta's children grew up as farmers. They started working from age seven, driving tractors, riding motorbikes and milking cows before and after school. Roberta always had a baby in her arms, and a huge pot of porridge to feed us all. Porridge, marmite toast, and her famous home-grown silver beet kept us all going. Wherever we went, her silver beet and porridge followed us.

In my later teens, the dairy farming life came to an end. My parents decided to sell most of the farm and retain just sixteen acres and our homestead. They bought a piece of hill country overlooking the sea past Matatā, which they called Beulah Land (meaning married to the land). Interestingly, they realized later that the property they purchased was sold to them by the Loony family, who had just purchased the back of our farm. It is their subdivision with the proposed Roberta Lane leading to it.

It was at that time that the younger children of Roberta's ten, grew up steeped in concrete as they were put to work creating a concrete business named Beulah Services, established outside her homestead. Dad found an old concrete bowl lying in a paddock and plonked it on a trailer, and that's how it began.

A2830598

**9.2.6 Appendix F - Roberta Lane Summary(Cont.)**

Roberta continued to keep everyone nourished with porridge, marmite toast, free range chickens, eggs from the farm, and her silver beet. And everything thrived.

With Roberta fuelling the heart of the family, Beulah Services became a significant business that has laid the foundations of many homes, businesses cow sheds, and pathways all over the Bay of Plenty for over 30 years. It currently provides support to the families of over forty employees.

Roberta's original homestead still stands and is inhabited by her whanau. A new homestead was built many years ago, where she spent her final moments before passing away last year. She was surrounded by her children and mokopuna, on her land, in her homestead beside Roberta Lane.

Our mum Roberta will always be remembered. We believe naming the road beside her home after her, is a fitting way for her to be honoured.

### 9.3 Whakatāne District Council Plantation Forestry Block - Report

## 9.3 Whakatāne District Council Plantation Forestry Block - Report



To: **Living Together Committee**

Date: **Thursday, 6 March 2025**

Author: **I Molony / Open Spaces Manager**

**G Mischefski-Gray / Strategic Policy Analyst**

Authoriser: **A Pickles / General Manager Community Experience**

Reference: **A2840206**

### 1. Reason for the report - *Te Take mō tēnei rīpoata*

The purpose of this report is to provide the Living Together Committee with the findings of a forestry block analysis and associated recommendations for the ongoing management and future use of the four plantation forestry blocks which are owned by Council.

### 2. Recommendations - *Tohutohu akiaki*

1. THAT the Whakatāne District Council Plantation Forestry Block – Report be **received** by the Living Together Committee.
2. THAT the Living Together Committee **approve** the Whakatāne District Council Plantation Forestry Block Plan.

### 3. Background - *He tirohanga whakamuri*

The Whakatāne District Council (Council) owns four blocks of land which are currently or have previously been used for pine forestry. These are located in Whakatāne (Valley Road), Waimana (Eagles Hill), Otakiri (Onepū) and Galatea (Mangamate). Three of these blocks were vested or gazetted to the Council and come with caveats to their usage.

Historically, the blocks have been managed on an ad hoc basis. In recent years, the Open Spaces team has overseen the operational management of the blocks which includes pruning and harvesting as required. To date no further planning has been undertaken to discern the best use or future management of these blocks and in view of this, the Whakatāne District Council Plantation Forestry Block Plan (Appendix A) has been developed. The plan will guide the actions Council will take in the future to utilise and effectively manage each forestry block.

Apart from Eagles Hill, the remaining blocks are on pre-1990 forest land and fall under the rules of the Emissions Trading Scheme (ETS). These are forests that were already established in either exotic or indigenous forest species as of 1 January 1990 and there is a mandatory requirement to maintain these sites in forest cover (such as *pinus radiata* or native vegetation).



### 9.3 Whakatāne District Council Plantation Forestry Block - Report(Cont.)

#### 4. Discussion – Kōrerorero

Council staff have collated information on each block, undertaken analysis and considered different options to discern the best use of these blocks. Due to the differing attributes, each block has been considered individually.

Details of each block are outlined below along with the proposed management outcome and the rationale behind this. The Whakatāne District Council Plantation Forestry Block Plan provides an annual programme for each block to achieve the proposed outcome.

##### 4.1. Valley Road

Hectares Planned	Tree Age (years)	Location	Notes	Does the pre-1990 rules apply?
3.8	43	Forms the escarpment on Valley Road.	Harvesting is currently underway.	Yes
<b>Proposal</b>				<b>Page in Plan</b>
Replant in native vegetation over four years.				2
<b>Rationale</b>				
<ul style="list-style-type: none"> <li>Valley Road is a pre-1990 forest covered by the rules of the ETS, therefore must be replanted within four years post harvesting to avoid paying New Zealand Units (NZUs). The payment of NZUs would exceed the costs to replant in native vegetation.</li> <li>The steep nature of the escarpment makes other uses difficult.</li> <li>An archaeological site is present in one corner and must be preserved.</li> <li>Incorporating this property into the reserve along this escarpment will preserve the backdrop of Whakatāne.</li> <li>Planting in native vegetation will minimise potential issues in the future and stabilise the steep slopes thereby eliminating the risk associated with large trees falling and endangering private properties, road users and services.</li> <li>Radiata Pine poses a high wildfire risk and as it is on the edge of town, this increases the risk.</li> <li>Due to the location and nature of the site, the harvesting and associated costs of pines are significant resulting in a budget deficit.</li> </ul>				

A post-harvest restoration plan is currently being developed for the management of pest plants and replanting of this block in native vegetation over the next four-year period, for which budget will need to be allocated.



**9.3 Whakatāne District Council Plantation Forestry Block - Report(Cont.)**

**4.2. Mangamate**

Hectares	Tree Age (years)	Location	Notes	Does the pre-1990 rules apply?
The total land area is 26 hectares, with 69% (17 hectares) covered in forest, which includes 10.6 hectares of pine.	24	Either side of the <u>Mangamate Stream</u> between Troutbeck Road, Galatea and Te <u>Urewera</u> .	Due for harvesting in 2027.	Yes
<b>Proposal</b>				Page in Plan
Harvest the pine trees in 2027, replant in native vegetation and then seek to revert ownership to the Crown.				2
<b>Rationale</b>				
<ul style="list-style-type: none"> <li>• Management of this block is not suited to the Council.</li> <li>• The legal status of this block is Gazetted as “Soil Conservation and River Control” and is therefore unable to be sold and can only be reverted to a Crown entity.</li> <li>• The forest currently growing on this block is an investment. The proceeds from harvesting (estimated \$410,000) will be able to cover the costs of replanting following harvesting and provide Council with an income.</li> <li>• Replanting in native vegetation following harvesting is recommended as this will better fulfil the purpose of the reserve. Secondly, as this property is on either side of the <u>Mangamate stream</u>, slash remaining on site from harvesting of pines presents a significant environmental risk.</li> </ul>				

**4.3. Eagles Hill**

Hectares	Tree Age (years)	Location	Notes	Does the pre-1990 rules apply?
0.9	No trees.	Eagles Hill Road, <u>Waimana</u> .	Harvested in 2022	No
<b>Proposal</b>				Page in Plan
Retain as a community asset, replant by community groups into indigenous plants.				3
<b>Rationale</b>				
<ul style="list-style-type: none"> <li>• Very small block, with limited future use prospects.</li> <li>• Legally required to be maintained as a forest. If not retained as a forest, ownership reverts to the Crown.</li> <li>• The costs of replanting in pines and subsequent management and harvesting outweigh any financial returns.</li> <li>• Native vegetation protects and enhances the biodiversity of the area.</li> <li>• Small highly accessible block which is suitable for school and community group projects.</li> </ul>				

**9.3 Whakatāne District Council Plantation Forestry Block - Report(Cont.)**

**4.4. Onepū**

Hectares	Tree Age (years)	Location	Notes	Does the pre-1990 rules apply?
30.3	6	2 km west of Te Teko, adjacent to Military and Grieve Roads and their intersection with State Highway 30.	Harvesting due in 2044	Yes
<b>Proposal</b>				<b>Page in Plan</b>
Pines to be harvested in 2044 and a decision made by Council at that time regarding the future of the block.				3
Explore multi-use opportunities which could be established in the short term.				
<b>Rationale</b>				
<ul style="list-style-type: none"> <li>• Legally required to be maintained as a forest and cannot be sold.</li> <li>• The trees remain in plantation pines until harvest due to the current level of investment and the asset they currently represent.</li> <li>• Ability to earn an income from the harvest in 20 years' time.</li> <li>• Multi-use possibilities will open the block up to be more of a community asset.</li> <li>• Consideration will need to be given to fire risk within this block – particularly due to its location adjacent to two roads (e.g. discarded cigarette butts).</li> </ul>				

**5. Options Analysis - Ngā Kōwhiringa**

**5.1. Option 1: Approve the Whakatāne District Council Forestry Block Plan – Recommended option**

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Provides Council with a clear direction for the future of each forestry block.</li> <li>• Simplifies Council work programme.</li> <li>• Utilises the land and resources in the best way possible.</li> <li>• Environmental protection: Aims to minimise risks associated with the blocks such as slips, soil erosion, fire.</li> <li>• Increase conservation efforts and biodiversity.</li> <li>• Allows for the commercial returns to be realised from the investments.</li> <li>• Ability to have some emission offsetting.</li> </ul>	<ul style="list-style-type: none"> <li>• Land and resources are used inefficiently.</li> <li>• Land use and climate related risks continue with the blocks.</li> </ul>

### 9.3 Whakatāne District Council Plantation Forestry Block - Report(Cont.)

#### 5.2. Option 2: Do not approve the Whakatāne District Council Forestry Block Plan

Advantages	Disadvantages
<ul style="list-style-type: none"><li>• There are no advantages.</li></ul>	<ul style="list-style-type: none"><li>• As there is no current plan in place, not approving this will result in a continued lack of direction, some of these blocks will likely become overgrown with invasive species and the risks to Council will continue.</li></ul>

## 6. Significance and Engagement Assessment - Aromatawai Pāhekoheko

### 6.1. Assessment of Significance

The decisions and matters of this specific report are assessed to be of low significance in accordance with the Council's Significance and Engagement Policy.

However, the plan regarding Mangamate in this report is part of a broader process (Disposals Project) that is, or may be in future, assessed to be of moderate/high significance.

### 6.2. Engagement and Community Views

Engagement on this matter is not being undertaken in accordance with Section 6.0 of the Council's Significance and Engagement Policy. This states that the Council will note the matter is not of a nature or significance that requires public engagement (low significance).

## 7. Considerations - *Whai Whakaaro*

### 7.1. Strategic Alignment

The Plan aligns with:

- The Long-Term Plan 2024-34 and the Council's strategic priorities
- The Climate Change Pathway and its goals
- The District Tree Strategy

### 7.2. Legal

The Emissions Trading Scheme as part of the Climate Change Response Act 2002 has been adhered to within decision making.

Wildlife Act 1953 and Biosecurity Act 1993 which aim to protect native species/wildlife and prevent spread of wilding pines.

Fire and Emergency New Zealand Act 2017 requires forest owners to manage fire risks.

### 9.3 Whakatāne District Council Plantation Forestry Block - Report(Cont.)

#### 7.3. Financial/Budget Considerations

Budget costs will be associated with the Valley Road replant. This will be spread over the next four annual budgets.

The felling of the Mangamate trees will result in an income for Council. This income will help cover the cost of replanting the block.

Eagles hill will be replanted using grants or other funding sources.

Onepū may require budget considerations should the multi-use become a possibility, this will be addressed in future annual budgets.

#### 7.4. Climate Change Assessment

There are many climate change considerations for this report and the Forestry block plan.

Goal	Matters to consider	Comments	Impact Assessment
1	The likely impacts (flood, drought, storms, sea level rise, etc.) of climate change in the Eastern Bay of Plenty on the matters of this report.	<i>Planting trees helps reduce the impacts of Climate Change.</i>	Low
	The matters of this report's reduction on the effect of climate related impacts (flood, drought, storm, sea level etc.).	<i>By converting the specified blocks to indigenous forest, there will be a reduction in adverse effects due to better soil stability and reduced slash which may cause problems in flooding events. There is also reduced wildfire risk.</i>	Moderate
2	Options for lowering greenhouse gas emissions have been specifically considered in relation to the matters of the report, including: <ul style="list-style-type: none"> <li>• Energy efficiency / renewable energy,</li> <li>• Resource usage,</li> <li>• Waste/Whole of Life, and</li> <li>• Fossil fuel usage.</li> </ul>	<i>When replanting specific attention will be paid to ensuring lowering emissions through procurement.</i>	Moderate
	Key emission sources, and (if possible) calculation of the greenhouse gas emissions for matters of report/project.	<i>When harvesting the trees on the blocks, this will cause significant emission spikes which will need to be accounted for within the year they are harvested emission audit:</i> <ul style="list-style-type: none"> <li>• Valley road: 3000 tCO<sub>2</sub>e (2024/25 Audit).</li> </ul>	High

**9.3 Whakatāne District Council Plantation Forestry Block - Report(Cont.)**

Goal	Matters to consider	Comments	Impact Assessment
		<ul style="list-style-type: none"> <li>• <i>Mangamate: 10,000tCO2e (2027/28 Audit).</i></li> <li>• <i>Onepū: 30,700 tCO2e (2044 Audit).</i></li> <li>• <i>Eagles Hill: harvested in 2022 and emissions already accounted for.</i></li> <li>• <i>All the above are approximations based on 2024 emission factors.</i></li> </ul>	
	Opportunities to address inequities or disadvantages due to climate change considered in relation to the matters of the report.	<i>Aiming to address the inequities of rural communities.</i>	Low
3	Impacts upon the district's biodiversity.	<i>Increase in the biodiversity of the district through increased native vegetation.</i>	High
	Matters that increase resilience to climate change for Council and/or our communities.	<i>Increased resilience, through the conversion of certain blocks to native vegetation.</i>	Moderate
<p><b>Summary:</b> The Forestry Block Plan is linked to climate change, the actions proposed will give an overall positive benefit to climate change. It will decrease the climate risks which the current blocks currently pose. The significant emission spikes will be once off events, which are necessary to achieve an overall end benefit.</p> <p><b>Overall Analysis:</b> The decisions and matters in this report are assessed for their impact on greenhouse gas emissions and climate change effects, which are categorised as high.</p>			

**7.5. Risks**

Individual risks for each block (climate or financial) have been identified through the analysis. This report relates to the plan as a whole:

Risk	Description and/or Mitigation
Environmental	Key consideration for each blocks environmental risk (wildfire, flood damage, soil erosion, biodiversity loss) has been considered. The proposed options aim to minimise these in the best way possible for each block.
Financial	The market may fluctuate for log prices or for procuring plants. This may result in an unexpected cost or return level.

### 9.3.1 Appendix A - Whakatane District Council Plantation Forestry Block Plan

Risk	Description and/or Mitigation
Regulatory and legal issues	Due to the legal status of each block, there are implications as to what Council can use them for. The regulations around pre-1990 forestry is also strict and can result in paying NZUs if deforested permanently. By retaining each in forest cover (native or exotic), Council is mitigating this risk.
Reputation	Can be damaged if environmental harm is caused or there are stakeholder disputes within local communities over the use of the land. As no significant land use change is being proposed, and there is an aim to restore the land into native vegetation this will be mitigated.

#### 8. Next Steps – E whai ake nei

Implement the Whakatāne District Council Plantation Forestry Block Plan.

#### **Attached to this Report:**

- Appendix A - Whakatāne District Council Plantation Forestry Block Plan.

### 9.3.1 Appendix A - Whakatane District Council Plantation Forestry Block Plan

**9.3.1 Appendix A - Whakatane District Council Plantation Forestry Block Plan(Cont.)**

Appendix A

## Whakatāne District Council Plantation Forestry Block Plan



Date: **February 2025**  
Owner: **Open Spaces**  
Advisor: **Climate Change and Resilience**  
Reference: **A2825637**

This plan aims to set out a direction for each of the four forestry blocks currently owned by Whakatāne District Council.

Summary:

Block	Recommended Option
Valley Road	Replant in native vegetation over four years.
Mangamate	Harvest the pine trees in 2027, replant in native vegetation and then seek to revert ownership to the Crown.
Eagle Hill	Retain as a community asset, replant by community groups into native vegetation.
Onepu	Pines to be harvested in 2044 and a decision made by Council at that time regarding the future of the block. Explore multi-use opportunities which could be established in the short term.

A2825637

**9.3.1 Appendix A - Whakatane District Council Plantation Forestry Block Plan(Cont.)**

## Valley Road

Council owned property located at Allot 503 Waimana PSH (63 Valley Road), Lot 1 DPS 44243 (59 Valley Road) and Lot 2 DPS 44243 (93A Valley Road) (referred to as Valley Road). This block is set on a steep escarpment, and the forest is pre-1990. An archaeological site sits on the border of the block and is surrounded by the reserve.

This block was harvested in 2025

Year 1 (2025)	Year 2 (2026)	Year 3 (2027)	Year 4 (2028)
Investigate funding and/or budget options for pest plant control and replanting of the blocks in natives. Make applications to funding providers if any exist. Tender for the works (replanting/spraying) Initial gun and hose spray of blocks to clear pest plants. Plant stage one of the block with natives.	Ongoing budget. Pest plant control. Plant stage two of the block with natives.	Ongoing budget and worked into the LTP. Pest plant control. Plant stage three of the block with natives.	Last of budget required. Council explores the ability to declare block as being a permanent native forest and include the sequestration as part of the carbon accounting. Pest plant control. Complete planting.

## Mangamate

Section 15 Block XIV Galatea SD, located at 540 Troutbeck Road, Galatea (herein referred to as Mangamate) is a 26ha block of Council land that was gazetted for soil conservation and river control purposes. The block cannot be sold due to its legal status, so the remaining option is for it to be reverted to a crown entity. This is being explored in better detail as part of the disposals project. The below details each of the options, depending on the outcome of the disposals.

The block is due for harvest in 2027.

Option A – Harvest, replant and revert - Preferred		
2025	2026/27	2028
Investigate potential of reverting management of land back to Crown entity.	Harvest of trees; use the income to fund replanting.	Reversion of land.
If reversion is not possible: Option C – Harvest and replant		

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### 9.3.1 Appendix A - Whakatane District Council Plantation Forestry Block Plan(Cont.)

2025	2026	2027
Leave as is.	Harvest of trees. The income from harvest allows the block to be replanted into natives or pines.	Succession planting and ensuring general plant health.

#### Eagles Hill

The Council owns an 8119m<sup>2</sup> (0.8ha) section of land with the legal description Section 39 Waimana SETT, located at 25 Eagles Hill Road, Waimana. This block is designated for plantation purposes. As the block is less than 1ha it is exempt from the pre-1990 forestry rules. Eagles Hill is small and has unusual terrain within the bend of the Eagles Hill Road. The aim is to replant the block in indigenous forest, in a collaboration project between the Climate Change and Resilience and the Open Spaces teams.

The block was harvested in 2022.

Year 1 (2025)	Year 2 (2026)	Year 3 (2027)
Create partnerships with relevant groups. Apply for funding opportunities. First round of pest control - Gun & Hose blanket spray. Plant block with initial trees (Autumn 2025). Enviro-schools work with Halo to plant seedlings at school and be involved with initial plantings.	Explore with the partnerships any multi-use possibilities. Ongoing pest plant control will be required. Infill planting in collaboration with enviro-schools.	Pest plant control is ongoing. Infill planting in collaboration with enviro-schools. Council explores the ability to declare block as being a permanent native forest and include the sequestration as part of the carbon accounting.

#### Onepū

Onepū is land vested with Council with the legal description Section 8 SO 476143, located at 187 Military Road, Otakiri. This block is 30ha in size and is currently planted with pine forest that is due for harvest in approximately 2044. Council will retain this block in pines as an investment. The Council at the time of harvest can make the decision around what happens after the pines are felled.

This block is due for harvest in 2044.

Year 2026	Year 2027	Year 2040-2042	Year 2045
Explore multi-use opportunities which could be established in the short term. Explore funding opportunities for trails/other activities.	From the outcome of 2026 actions, enact the multi-use capability of the block. Ongoing upkeep until harvest.	Consider and decide upon a post-felling harvesting option for the land.	Harvest pines. In 2040-25 consider the needs of the community at that time and use the block for that purpose.

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**9.3.1 Appendix A - Whakatane District Council Plantation Forestry Block Plan(Cont.)**

Gauge the level of Community interest I.e. Te Teko residents, Kura Kauapapa, Equestrian clubs.			
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A2825637

## 9.4 Adoption of the Diversity, Equity and Inclusion Policy

### 9.4 Adoption of the Diversity, Equity and Inclusion Policy



To: **Living Together Committee**

Date: **Thursday, 6 March 2025**

Author: **K Summerhays / Senior Community Development Advisor**

**A Naidoo / Strategic Policy Analyst**

Authoriser: **E Hatch / General Manager People and Partnerships**

Reference: **A2837815**

#### 1. Reason for the report - *Te Take mō tēnei rīpoata*

The purpose of this report is to provide the Living Together Committee with the feedback from the public consultation which took place from 4 November to 6 December 2024, and to adopt the revised Diversity, Equity and Inclusion Policy.

#### 2. Recommendation/s - *Tohutohu akiaki*

1. THAT the Living Together Committee **receive** the Adoption of the Diversity, Equity and Inclusion Policy Report; and
2. THAT the Living Together Committee **receive** the draft and revised version of the Diversity, Equity and Inclusion Policy (Appendix C, D & E); and
3. THAT the Living Together Committee **receive** the written submissions and **deliberate** on the draft Diversity, Equity & Inclusion Policy; and
4. a) Either:  
THAT the Living Together Committee **adopt** the revised Diversity, Equity and Inclusion Policy (Option 1, Appendix D).  
b) Or  
THAT the Living Together Committee **adopt** the Policy (Appendix D) and delegate authority to the Chief Executive to approve any final minor changes.

#### 3. Background - *He tirohanga whakamuri*

Early in 2024 Council signed a Memorandum of Understanding with the Whakatane- Accessible and Inclusive (WAI) group to enable a closer working relationship with, and improved understanding of, disabled people. As part of the MOU, Council promised to undertake the development of a Diversity, Equity & Inclusion (DEI) Policy.

Recent Council engagement identified gaps regarding DEI and it became evident that parts of our community were not being, or feeling, included or were receiving less service than others.

This indicated a need to provide direction to Council on how we can enhance social cohesion through supporting diversity, equity and inclusion in our work and everyday behaviour.

#### **9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

Council staff have researched our community demographics to inform the policy and supported qualitative research regarding our migrant and minority communities in the district. Extensive pre-engagement with our communities was undertaken throughout the first half of 2024 to better understand the needs of those in our society who we rarely hear from and to provide baseline information for the development of this policy.

The pre-engagement included facilitating focus sessions with a wide range of groups as listed below:

- Older People / Kaumātua
- Young People / Taiohi
- Neurodivergent People /Te Hunga Kanorau ā-roto
- Rainbow Community / Hapori Takatāpui
- Disabled People / Tāngata whaikaha
- Rural People / Te Hunga Taiwhenua
- Hard to Reach Whānau Groups

We note that this is not an exhaustive list of 'communities of interest' in our District.

The feedback from the focus groups was presented to elected members at a Council Briefing 28 August 2024. The draft Diversity, Equity and Inclusion Policy was then approved for community consultation at the 3 October Living Together Committee. The consultation period was between November – December 2024. This included direct engagement with all the Community Boards.

Following consultation, a submissions analysis was undertaken, then shared with Councillors at a Council Briefing on Wednesday 19 February 2025. An overview of the consultation is captured in the following Section.

#### **4. Discussion – Kōrerorero**

##### **4.1. Overview of community consultation**

A Communications and Engagement Plan was developed to outline how community consultation would be carried out, which included a Kōrero Mai survey throughout November – December 2024, in both hard copy and online format. Community consultation was undertaken to ensure stakeholders including iwi and our wider Whakatāne communities had a genuine opportunity to provide meaningful input into the Policy.

We also invited those who were part of the focus groups that formed part of our pre-engagement to provide a submission. Communities were made aware of the opportunity to consult via:

- Council websites and social media pages – including sign language interpretation and staff linguistic videos
- Newspaper
- Council staff email banners
- Noticeboards
- Submission stands
- Direct emails to key stakeholders
- Direct emails to iwi partners

#### **9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

- Direct emails to pre-engagement groups
- Engagement and outreach via: Auditory Recording, Te Reo Māori Policy Translation, Sign Language Video, Multiple Cultures & Languages Video, Focus Groups and Social Networks

##### **Youth Council**

On Monday 24 February staff engaged with the Whakatāne District Youth Council and sought their feedback on the draft policy. Overall, they agreed with the purpose and principles of the policy and were generally in support. Their main concern was in relation to safety and sought clarification regarding how the policy and accompanying community-led action plans could be used to create a safer environment for youth, in particular in Kopeopeo. They also supported the proposed translation of the policy to Easy Read, and were interested in the provision of accessible communication.

#### **4.2. Overview of submissions received**

Overall, there were 21 submitters via Kōrero Mai, six written submissions received which were not presented in the format of the submission form or entered in on the Kōrero Mai platform, and three verbal submissions presented to Council, two of which spoke to their Kōrero Mai submission, and one verbal submission taken as an independent submission.

##### **Groups in Support:**

- Whakatāne Action Group
- Whakatāne Accessibility and Inclusion
- Sport Bay of Plenty and Parafed
- Disabilities Resource Centre
- Kerala Community Incorporated Society
- 2e Kids
- Autism Spectrum Disorder Whakatāne

#### **4.3. Submission analysis of the sections of the policy**

##### **4.3.1. Education and Awareness Initiatives**

Those who generally agreed with and/or thought the policy supported themselves and/or others recognised that diversity was encouraged through education and awareness which results in community connections, dignity and respect and cultural competency.

Those who generally did not agree with, and/or thought the policy did not support themselves and/or others thought that there could be division created by this section.

Those who in general, were unsure if they agreed with, and/or thought the policy supported themselves and/or others thought there might be a need for wider education awareness.

In response, we can encourage awareness through training and understanding.

## **9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

### **4.3.2. *Civics, democracy and decision-making***

Those who generally agreed with and/or thought the policy supported themselves and/or others recognised that knowing rights and how to vote is important, as is the inclusion of groups into Committees and Advisory Groups through representation. The use of accessible formats were noted, as were regular polls to encourage participation.

Those who generally did not agree with, and/or thought the policy did not support themselves and/or others thought that the needs of particular groups may be emphasised more than others.

Those who in general, were unsure if they agreed with, and/or thought the policy supported themselves and/or others thought that it would be beneficial for the public to engage more and attend council meetings to understand how Council operates.

In response, we can endeavour to utilise accessible formats and encourage active participation from all groups in our community.

### **4.3.3. *Safe community spaces***

Those who generally agreed with and/or thought the policy supported themselves and/or others recognised that diversity could be encouraged through more education and awareness of what safety is, and that it may include maintenance of the physical environment and shared spaces.

Those who generally did not agree with, and/or thought the policy did not support themselves and/or others thought that creating safe spaces for specific groups should rather be one where all individuals feel safe.

Those who in general, were unsure if they agreed with, and/or thought the policy supported themselves and/or others thought that 'safety' was not limited to physical safety and included accessibility.

In response, we can update the wording of the policy in regards to 'safety', and 'accessibility', and ensure the provision can be applied to all.

### **4.3.4. *Accessibility***

Those who generally agreed with and/or thought the policy supported themselves and/or others recognised accessibility could be applied to communication, information, digital enablement and spaces.

Those who generally did not agree with, and/or thought the policy did not support themselves and/or others did not raise any specific concerns with this section.

Those who in general, were unsure if they agreed with, and/or thought the policy supported themselves and/or others highlighted the need for accessible and inclusive facilities.

In response, we can provide an Easy Read translation of the policy and align accessibility with our Communication and Open Spaces team in response to accessible information, spaces, and places.

## **9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

### **4.3.5. *Inclusive Leadership and Reasonable Accommodations***

Those who generally agreed with and/or thought the policy supported themselves and/or others thought that Council could promote inclusive decision-making training and awareness through policies and programmes. One submitter also recognised this section related to the United Nations Disability Convention and the New Zealand Human Rights Commission guidelines.

Those who generally did not agree with, and/or thought the policy did not support themselves and/or others thought that reasonable accommodations could lead to preferential treatment.

Those who in general, were unsure if they agreed with, and/or thought the policy supported themselves and/or others were unsure which lens reasonable accommodations could be applied.

In response, we can provide clarity on reasonable accommodations and be a leader in the inclusivity space.

#### **General Comments**

Some general comments to consider from those in support of the policy were key themes such as co-designed and community led action plans, providing resources, allocating funding, monitoring and evaluating/regular reviews of the policy, standard practise, partnerships, outreach, intersectionality, future orientation, tangible benefits and continued engagement through supporting the vision of the policy.

Some general comments to consider from those who were not in support of the policy were rather in support of a merit-based system, thought that the policy was common-sensical, against special treatment and that it was not necessary, referred to equality vs. equity misunderstandings and thought there could be clearer definitions for terminology such as consultation.

Some general comments to consider from those who were unsure whether they supported the policy consisted of feedback around the submission form, other hygiene considerations, groups of people that may not have been included in the scope, freedom from hate speech, addressing barriers, health and wellbeing considerations, commitment to Diversity, Equity & Inclusion, and some comments in terms of the definitions as well.

In response, we have clarified definitions, were more specific with some terminology, will provide some clarity around equality vs. equity, partner with external agencies to provide resources and consulted Diversity, Equity and Inclusion experts around the usage of terminology. We will also inform the community of our next steps and action plans and be clear in our messaging around our rationale for the policy.

### **4.4. Summary of submissions**

Of the total 28 submissions received;

- 75% generally agreed with the policy,
- 24% generally did not agree with the policy, and
- 2% were unsure if they agreed with the policy.
- 64% thought the policy supported themselves and/or others,
- 21% did not think the policy supported themselves and/others, and
- 14% were unsure if the policy supported themselves and/or others.

**9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

Of those who were unsure, it is noted that the content of these submissions were predominately in support of the policy or seeking clarification.

**4.5. Changes to the draft policy**

Following public consultation on the draft Diversity Equity and Inclusion Policy (Appendix C) and the Council Briefing on the 19<sup>th</sup> of February 2025, staff made some changes to the draft policy to reflect the feedback received. These are outlined in the ‘Proposed Actions’ Column in the Submissions Analysis (Appendix B) and updated in a tracked changes version of the policy (Appendix D).

**5. Options Analysis - Ngā Kōwhiringa**

**5.1. Option 1 – Adopt the Diversity, Equity and Inclusion Policy – Recommended option**

This option includes adopting the revised Policy. This option is recommended, as it brings the Policy into line with Council’s vision and strategic priorities and honours the Memorandum of Understanding between Council and Whakatāne Accessible and Inclusive (WAI).

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>● Provides clear guidance to the Council on Diversity, Equity and Inclusion matters</li> <li>● Promotes social, economic, environmental, and cultural wellbeing of communities in the present and for the future.</li> <li>● Enables democratic local decision-making and action by, and on behalf of, communities.</li> <li>● Improves social cohesion</li> <li>● Supporting the people of the Whakatāne District to feel belonging</li> <li>● Provides opportunity for participation and stronger community representation</li> <li>● Council seen to be leading in this space</li> </ul>	<ul style="list-style-type: none"> <li>● Not all people will feel represented by this policy</li> <li>● Successful implementation relies on Council and community buy-in</li> <li>● Risk to Council reputation</li> <li>● May need additional resources to implement the policy on a case-by-case basis</li> </ul>

**5.2. Option 2 Do not adopt Diversity, Equity and Inclusion Policy – Not Recommended**

This option includes not adopting the Policy and is not recommended.

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>● Retain Status Quo</li> <li>● Existing resources could be repurposed</li> </ul>	<ul style="list-style-type: none"> <li>● Community will not feel heard or seen</li> <li>● Lack of opportunity</li> <li>● Haven’t taken into consideration the views of the community</li> <li>● Increased risk of discrimination</li> </ul>



**9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

6. Assessment - Aromatawai Pāhekoheko

6.1. Assessment of Significance

The decisions and matters of this specific report are assessed to be of moderate/high significance in accordance with the Council’s Significance and Engagement Policy.

For matters of moderate or high significance, the criteria in the table are of relevance in determining the level of significance.

Significance Criteria	Comments	Impact Assessment
<p><b>Level of community interest:</b> Expected level of community interest, opposition or controversy involved.</p>	<ul style="list-style-type: none"> <li>Strong participation through our engagement process indicating a high level of community interest from marginalised and minority groups and/or individuals</li> <li>Due to the global political environment this policy may have attracted an increased level of community interest or opinion.</li> </ul>	<ul style="list-style-type: none"> <li><i>Moderate</i></li> </ul>
<p><b>Level of impact on current and future wellbeing:</b> Expected level of adverse impact on the current and future wellbeing of our communities or District.</p>	<ul style="list-style-type: none"> <li>Provides opportunity to all people to increase their sense of belonging through equity</li> <li>Recognises the diversity of our population, encourages participation of minority and marginalised people through inclusion and improved accessibility</li> </ul>	<ul style="list-style-type: none"> <li><i>High</i></li> </ul>
<p><b>Rating impact:</b> Expected costs to the community, or sectors of the community, in terms of rates.</p>	<ul style="list-style-type: none"> <li>No Rating Impact</li> </ul>	<ul style="list-style-type: none"> <li><i>Low</i></li> </ul>
<p><b>Financial impact:</b> Expected financial impact on the Council, including on budgets, reserves, debt levels, overall rates, and limits in the Financial Strategy.</p>	<ul style="list-style-type: none"> <li>Any associated costs can be accommodated within existing budgets</li> </ul>	<ul style="list-style-type: none"> <li><i>Low</i></li> </ul>

**9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

Significance Criteria	Comments	Impact Assessment
<p><b>Consistency:</b> Extent to which a proposal or decision is consistent with the Council's strategic direction, policies and significant decisions already made.</p>	<ul style="list-style-type: none"> <li>Consistent with Council's strategic priorities and the WAI MOU</li> </ul>	<ul style="list-style-type: none"> <li><i>High</i></li> </ul>
<p><b>Reversibility:</b> Expected level of difficulty to reverse the proposal or decision, once committed to.</p>	<ul style="list-style-type: none"> <li>Reputational risk to reverse decision to adopt</li> </ul>	<ul style="list-style-type: none"> <li><i>Moderate</i></li> </ul>
<p><b>Impact on Māori:</b> Expected level of impact on Māori, considering the relationship of Māori and their culture and traditions with their ancestral land, water, sites, wāhi tapu, valued flora and fauna, and other taonga.</p>	<ul style="list-style-type: none"> <li>Alignment and support from Te Toi Waka Whakareī Strategy</li> </ul>	<ul style="list-style-type: none"> <li><i>Moderate</i></li> </ul>
<p><b>Impact on levels of service:</b> Expected degree to which the Council's levels of service will be impacted.</p>	<ul style="list-style-type: none"> <li>Built into Community Partnerships Team Work Plan</li> <li>Provides guidance to Council's operational services</li> </ul>	<ul style="list-style-type: none"> <li><i>Moderate</i></li> </ul>
<p><b>Impact on strategic assets:</b> Expected impact on the performance or intended performance of the Council's Strategic Assets, for the purpose for which they are held.</p>	<ul style="list-style-type: none"> <li>No impact</li> </ul>	<ul style="list-style-type: none"> <li><i>Low</i></li> </ul>

**6.2. Engagement and Community Views**

A comprehensive engagement programme has been undertaken in the development of this policy as outlined in Section 3. As part of the process, we introduced a range of inclusive engagement tools such as a voice recording, Te Reo Māori Translation, a New Zealand Sign Language Video and a multi-language promotion video. Verbal submissions were received in front of Elected Members on 5 December.

The Toi Kotuia team assisted throughout the process in relation to engaging with iwi and Māori who identified the close alignment of this policy with the Te Toi Waka Whakareī Strategy.

## 9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)

### 7. Considerations - *Whai Whakaaro*

#### 7.1. Strategic Alignment

This Policy aligns with, and contributes to, Council’s Long Term Plan Strategic Priority of enhancing the safety, wellbeing and vibrancy of our community. It is also supported by, and aligns with, the Te Toi Waka Whakareki Strategy.

#### 7.2. Legal

**Te Tiriti o Waitangi** is New Zealand’s founding document. Te Tiriti requires councils to establish, maintain and improve opportunities for Māori to contribute to local government decision-making processes.

**New Zealand Bill of Rights Act 1990** protects the civil and political rights of all New Zealanders. Under this Act, everyone has the right to freedom from discrimination as outlined in the Human Rights Act 1993.

**Building Regulations 1992** contains the Building Code for which all building work in New Zealand must comply. The Building Code’s access provisions ensure that people with disabilities can carry out normal activities and functions within buildings.

**Human Rights Act 1993** protects all people in New Zealand from discriminatory treatment based on personal characteristics, including religion, race, ethnicity, disability, age, and sexual orientation.

**Local Government Act 2002** requires councils to consider and promote the social, economic, environmental, and cultural well-being of communities in the present and for the future. When making decisions councils are expected to take account of the diversity of their community, the community’s interests and the interests of the future community.

#### 7.3. Financial/Budget Considerations

There are no budget considerations associated with the recommendations of this report. Present work plans and budgets are sufficient to support the further development of community-led action plans and the socialisation of this policy.

#### 7.4. Climate Change Assessment

Goal	Matters to consider	Comments	Impact Assessment
1	The likely impacts (flood, drought, storms, sea level rise, etc.) of climate change in the Eastern Bay of Plenty on the matters of this report.	No impact	<i>Low</i>
	The matters of this report’s reduction on the effect of climate related impacts (flood, drought, storm, sea level etc.).	Reduces the impact of climate-related disasters by guiding preparedness,	<i>Low</i>

**9.4 Adoption of the Diversity, Equity and Inclusion Policy(Cont.)**

Goal	Matters to consider	Comments	Impact Assessment
		response, and recovery efforts to be equitable, inclusive and accessible.	
2	Options for lowering greenhouse gas emissions have been specifically considered in relation to the matters of the report, including: <ul style="list-style-type: none"> <li>• Energy efficiency / renewable energy,</li> <li>• Resource usage,</li> <li>• Waste/Whole of Life, and</li> <li>• Fossil fuel usage.</li> </ul>	Promoting people’s sense of belonging and connection to their environment may also increase their sense of community and therefore ability to respond and create climate change solutions.	<i>Low</i>
	Key emission sources, and (if possible) calculation of the greenhouse gas emissions for matters of report/project.	This policy does not directly impact key emission sources.	<i>Low</i>
	Opportunities to address inequities or disadvantages due to climate change considered in relation to the matters of the report.	Reduce the impacts of climate change for marginalised and minority communities by ensuring that emergency and climate change response efforts are more equitable, inclusive and accessible.	<i>Low</i>
3	Impacts upon the district’s biodiversity.	No impact.	<i>Low</i>
	Matters that increase resilience to climate change for Council and/or our communities.	Fostering inclusive environments increases community resilience.  Provides guidance to emergency and climate change response plans	<i>Moderate</i>
<p><b>Summary:</b> The policy itself has low impact on climate change, but it does reduce the impacts of climate change on marginalised and minority communities by ensuring that emergency and climate change response efforts are more equitable, inclusive and accessible. It also enhances community efforts to be able to reduce climate impacts through lowering emissions.</p> <p><b>Overall Analysis:</b> The decisions and matters in this report are assessed for their impact on greenhouse gas emissions and climate change effects, which are categorised as low.</p>			

#### 9.4.1 Appendix A - Draft DEI Policy Submissions Received

#### 7.5. Risks

There are risks associated with the matters of this report.

The below risks have been considered in terms of the likelihood of the risk occurring and the impact it would have if it became an issue.

Risk	Description and/or Mitigation
Resourcing required to implement policy (Low)	Rather than requiring additional resources, repurposing funds and using allocated budget
Reputational Risk (Low)	Well-considered communication to provide the rationale for the policy.
Lack of Community Input (Low)	Socialisation and support provided to communities of interest to develop action plans
Local Government Act Amendments	The Act has not yet been repealed or amended.

#### 8. Next Steps – E whai ake nei

Upon the adoption of this policy, staff will socialise it both within the organisation and with our communities to help identify actions to implement the policy.

##### Attached to this Report:

- Appendix A – DEI Policy Submissions Received
- Appendix B – DEI Submissions Analysis (including Proposed Actions/Changes column)
- Appendix C – Draft Diversity, Equity and Inclusion Policy (that went out for Consultation)
- Appendix D – Revised Diversity, Equity and Inclusion Policy (with tracked changes) –Tracked
- Appendix E - Revised Diversity, Equity and Inclusion Policy (tracked changes accepted) –Clean copy

#### 9.4.1 Appendix A - Draft DEI Policy Submissions Received

9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

Survey Responses  
22 May 2020 - 09 December 2024

Draft Diversity, Equity and Inclusion Policy


**Kōrero Mai - Let's Talk**

Project: Diversity, Equity and Inclusion Policy



VISITORS					
CONTRIBUTORS			RESPONSES		
20			21		
2	0	18	2	0	19
Registered	Unverified	Anonymous	Registered	Unverified	Anonymous

9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 1	<b>Responded At:</b> Nov 04, 2024 12:17:48 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Nov 03, 2024 22:33:29 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> 210.55.228.23

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	NZ European
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	41-50
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	No
Q10. If yes, please select all that apply	not answered
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<p><b>Please explain why you've provided this answer</b></p> <p>It looks good. I'd just like to see the inequitable investment in supporting the cohesion and resilience of marginalised and lower socio-economic groups addressed. There are so many missed opportunities to include, celebrate, connect with and value our lower socio-economic communities, to give them a voice (in non-traditional ways as the status quo clearly doesn't work) and act on that voice immediately and in creative ways. To show them that they have great ideas to contribute and enhance their communities, that WDC values. This will hopefully get them voting as well. I just think it's about bold WDC action at times (obviously supporting community-led ideas), but I think you also have to acknowledge you're asking people struggling to survive to do the work (for free most of the time). Documents can really mean very little in tangible ways, despite good intentions.</p>
Q12. Do you think this policy supports you and/or others?	Yes

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q13. Please share your feedback around the education and awareness section of the draft policy**

Good. I'd just add actually doing things, not just talking about it. Like, the rangatahi LGBTQIA+ designed rainbow crossings in Kopeopeo. This mahi was done by these kids - and much excitement generated - as part of the Innovative Streets project. WDC needs to show their commitment by actually doing things. In this instance (predictably), there is always fear of a homophobic pushback, much hand-wringing, and then it falls into the abyss (resurrected briefly when it was an EPIC idea for town) and the \$ was given back to the govt. In my work with youth, kids have often said they want various things to happen but they want help making them happen. Sometimes it feels like WDC just throws a little money at them, tells them to do it themselves, and if they feel overwhelmed or they're too inexperienced or busy to do it, then fingers are pointed at how they can't have wanted it that much. Like a point has been proven and hands can be washed of them. They need help bringing their ideas to life, reassurance that their voice matters and can change their community.

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**Q14. Please share your feedback around the safety section of the draft policy**

Kopeopeo is not a safe place. I know parents who have not gone to their local schools because they didn't want their kids walking through there. I know kids who have to manage their bladders very carefully because the public toilets there are disgusting and unsafe on a regular basis. If people don't want to move through or spend time in this part of our community, then there are less bystanders and it is less safe. I love the work the rangatahi have done on murals. I think WDC needs to think creatively about how colour and vibrancy and story-telling can also add to safety by making a place attractive to a variety of people (incl. tourists if you're strategic about it), which again draws more people into a space and makes it safer. Beyond this, have you considered the safety of women? I try to run in the early morning or night (it's the only time I can), but there are so many broken lights or unlit spaces in which I feel afraid. I ring and report, of course. But I don't want to interrupt my exercise with this burden every damn time! Why can't WDC make Horizon do these checks at least twice-yearly. Just do them because they're responsible and they care about women's sense of safety?

---

**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

I always thought it would be cool to have regular polls for young people, marginalised groups, etc. If you had free wifi in Kopeopeo (and it was a part of accessing it or entering a competition,) etc. or if you drove it through the schools, you could get regular ongoing updates on what's going on, what's important, what aren't people aware of, etc.

---

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

Sure, just will it actually happen? WDC should report on how this is or isn't happening to increase accountability. We are reaping the consequences of 30 years of our community decision-makers refusing to invest in our future. History is repeating itself now with the obstruction of the Rex Morpeth upgrade (despite what a highly used and valuable asset it is) and really the obstruction of anything that changes our community for the better. It's all \$\$\$\$\$ but does inclusion also include how descendants?

---

**Q17. Do you have any other suggestions that would strengthen this policy?**

I've written many of them within this survey. I have many more based on my experience working as a high school teacher and on the Youth of Kopeopeo project. The material, the ideas, are there.

---


**Q18. Do you have any other comments you'd like to add?**

This was a long feedback form. I think it would be good if you added the text of the sections within the question so I didn't have to keep going back and forth. While I skimmed the document, the cognitive load of doing life makes it hard to remember everything. So I went back, and that was fine, but it's meant this has taken me about 45min to complete. I don't often have the time or energy for this. Especially when there is never a response and nothing changes.

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### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 2	<b>Responded At:</b> Nov 13, 2024 12:19:41 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Nov 12, 2024 22:59:58 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> 161.29.226.244

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	Caribbean & European
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	31-40
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Neurodivergent people / Te hunga kanorau ā-roto Rainbow community / Hapori Takatāpui
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes
Q12. Do you think this policy supports you and/or others?	Yes Unsure
Q13. Please share your feedback around the education and awareness section of the draft policy	I think the components mentioned are important. I think it would also be really important to add something around awareness raising and competency training (including, and perhaps beginning with, in house awareness and skills building) as this will be an essential part of effectively implementing 7.1.3 'Treating everyone with dignity and respecting their rights and beliefs'.
Q14. Please share your feedback around the safety section of the draft policy	I think the components mentioned are important and again would like to emphasise the importance of education and training in order to enable these spaces to be safe. A safe space is not created just by saying all are welcome, and it is a continuum, not just a 'safe/not safe' situation. For example, in the focus groups I attended as part of this DEI process, there were some aspects that made me feel safer and other aspects that made me feel less safe and less comfortable. Of course, each individual has a different perception of safety, but different marginalised and minority communities will also have some shared experiences and knowledge of what safety can look like, and a wider council understanding of what these things are will be essential when working to implement the DEI policy.

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

It looks good, especially 7.2.1 if it can identify and address specific barriers different communities experience when wanting to get involved.

---

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

It looks good & needs to be supported through skill growing and competency training.

---

**Q17. Do you have any other suggestions that would strengthen this policy?**

not answered


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**Q18. Do you have any other comments you'd like to add?**

Thank you for this mahi & all the work that has gone into it.

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 3	<b>Responded At:</b> Nov 20, 2024 11:05:25 am
	<b>Login:</b> Anonymous	<b>Last Seen:</b> Nov 20, 2024 11:05:25 am
	<b>Email:</b> n/a	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	Nz
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	70+
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Written in hard copy - English
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Older people / Kaumātua
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<b>Please explain why you've provided this answer</b> Not sure that as a prostate cancer survivor we are being recognized
Q12. Do you think this policy supports you and/or others?	Unsure <b>Please provide further detail if relevant</b> There are no facility for us men to put used pads in men's toilets
Q13. Please share your feedback around the education and awareness section of the draft policy	not answered
Q14. Please share your feedback around the safety section of the draft policy	not answered
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	not answered
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	not answered

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

Q17. Do you have any other suggestions that would strengthen this policy?

not answered


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Q18. Do you have any other comments you'd like to add?

not answered

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 4	<b>Responded At:</b> Nov 20, 2024 12:28:50 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Nov 20, 2024 12:28:50 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	Pakeha
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	70+
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Written in hard copy - English
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Older people / Kaumātua
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<p><b>Please explain why you've provided this answer</b></p> <p>The Diversity, Equity and Inclusion policy, is basic common courtesy and customer service, which is rightly expected when being served by both front of house staff and also those behind the scenes in New Zealand businesses. It's a case of treating ALL people with respect, dignity and kindness. Ensure council facilities are accessible for the disabled in the community.</p>
Q12. Do you think this policy supports you and/or others?	Yes
Q13. Please share your feedback around the education and awareness section of the draft policy	<p>I see the policy being a major part in selection and training of staff , so that they are aware that excellence in customer service is paramount to how any business is perceived by the customer/public. I feel the draft document for the Diversity, Equity and Inclusion policy is way too over written, with 11 pages of overstated common sense that could be written on 1 page. From past experience in writing policies for staff, the "to the point" policies were read and referred to by staff for better outcomes on the policy topic.</p>

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

**Q14. Please share your feedback around the safety section of the draft policy**

As a retired resident my feeling of safety will be the knowing that I am able to keep paying my rates in the future , so that I can stay in my home. I dread to think how much it cost to have this policy draft drawn up and the ongoing cost of bringing the finished document to it's fruition. Ensuring staff deliver Maori outcomes, as a mother and Nana of Maori children and mokopuna I am not sure what this is supposed to represent as in service by council staff? I have always found that all council staff I have dealt with are extremely friendly and helpful so wonder at the need for much change unless there is awareness of shortcomings in this area.

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**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

Publicity encouraging more people to attend council meetings, or tune into the meetings online, would then give them an insight into why they pay the rates they do, and to see how Council operates, Hopefully this would encourage more of them to vote in council elections.

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**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

JUST TREAT ALL PEOPLE WITH RESPECT, KINDNESS AND DIGNITY. No matter their age, gender, ethnicity, sexual identity, religion or disability.

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**Q17. Do you have any other suggestions that would strengthen this policy?**

Make it brief to make sure it's used.

---

**Q18. Do you have any other comments you'd like to add?**

not answered

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 5 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Nov 21, 2024 00:16:29 am <b>Last Seen:</b> Nov 21, 2024 00:16:29 am <b>IP Address:</b> n/a
Q1. Name	[REDACTED]	
Q2. Email address	[REDACTED]	
Q3. Ethnicity	n/a	
Q4. Iwi affiliation/s (if applicable)	n/a	
Q5. Age group	31-40	
Q6. Is your submission on behalf of a group, organisation or business?	No	
Q7. If yes, please name group, organisation or business	not answered	
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)	
Q9. Do you identify as part of a minority or marginalised group?	Prefer not to say	
Q10. If yes, please select all that apply	not answered	
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<b>Please explain why you've provided this answer</b> No, I fundamentally disagree with the draft Diversity, Equity and Inclusion Policy. My belief system is rooted in the principles of meritocracy, where success is earned through individual effort, resilience, and skill, not through artificially created conditions designed to "level the playing field." I find the policy's focus on equity, which I interpret as an attempt to enforce equality of outcome over equality of opportunity, to be inherently flawed. It presumes that disparities in current societal positions are due to historical injustices that can or should be corrected by modern institutions, a notion I do not support.	

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

Q12. Do you think this policy supports you and/or others?

No

**Please provide further detail if relevant**

From my perspective, this policy does not support me or others who believe in a merit-based system where individuals are judged on their abilities, work ethic, and contributions rather than their demographic identities. By focusing on DEI, the policy inherently segregates people into categories based on immutable characteristics rather than fostering an environment where everyone has the opportunity to succeed based on their own merits. This approach can undermine the principles of fairness and equality of opportunity, potentially leading to a less meritocratic society where group identity might overshadow individual achievement. Instead, policies should encourage an inclusive environment where inclusion is a byproduct of shared values, goals, and respect for each other's contributions, without the need for specific identity-based interventions.

---

Q13. Please share your feedback around the education and awareness section of the draft policy

The education and awareness initiatives as outlined in the policy seem to emphasize identity politics over the development of skills and knowledge that are universally beneficial. While supporting community-led awareness is commendable, it should not come at the expense of critical thinking or the pursuit of objective knowledge. Education should be about empowering individuals with the tools they need to succeed based on their own merits, not about fostering a narrative that divides people into categories of inherent privilege or disadvantage. Libraries and the internet already provide access to information; what's needed is a focus on teaching critical analysis, not just awareness of identities.

---

Q14. Please share your feedback around the safety section of the draft policy

Regarding the safety section, ensuring physical safety and accessibility in community spaces is crucial and something I support. However, the notion that an environment must be curated so that everyone feels "safe to be themselves" can be problematic. Safety should not be conflated with comfort or protection from ideas or viewpoints that might challenge one's own. True safety should be about protection from physical harm and ensuring that all individuals have the same rights to access services, not about shielding from discomfort or disagreement.

---

Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy

Encouraging participation in civics and decision-making is positive, but this should be done in a way that fosters open dialogue and debate, not by presuming certain groups need special encouragement due to perceived disadvantages. Democracy thrives on the diversity of thought, not just diversity of identity. An environment where all voices are heard should be about the quality of the ideas presented, not about who is presenting them. If the policy inadvertently discourages the merit of arguments by focusing on who the speaker is, it undermines democratic principles.

---

Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section

The idea of inclusive leadership and reasonable accommodations is where I see the potential for the most contention. Leadership should be based on capability, integrity, and the ability to make sound decisions for the whole community, not on achieving a balance of demographic representation. Reasonable accommodations should be about addressing individual needs without creating a system where identity determines opportunity. True inclusivity comes from a system where everyone competes on the same terms, not from one where the government or institutions artificially adjust those terms.

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### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q17. Do you have any other suggestions that would strengthen this policy?**

To strengthen this policy, it would be wise to shift the focus towards principles that uplift individuals based on their personal merit, excellence, equality of opportunity, intelligence, and diversity of thought. These standards provide a framework for success that is accessible to all and encourages personal growth rather than group identity. DEI initiatives, as currently structured, are inherently racist, sexist, and anti-intellectual by categorizing individuals based on immutable characteristics, which inevitably fosters division rather than unity. By emphasizing these alternative values, we can create a society that truly values what people can achieve and contribute, rather than where they come from or what they look like.


---

**Q18. Do you have any other comments you'd like to add?**

While the intent to foster an inclusive society is noble, it's crucial to address the reality that policies emphasizing Diversity, Equity, and Inclusion (DEI) are inherently racist, sexist, and anti-intellectual. Such policies might inadvertently create or exacerbate divisions by focusing too heavily on identity rather than on the individual's actions, character, and contributions. Social cohesion is best achieved when individuals are judged and valued for their merit, excellence, equality of opportunity, intelligence, and diversity of thought. The government's role should be limited to ensuring that everyone has an equal chance at the starting line, not in dictating the outcome of the race. True inclusion comes naturally when people work well together within teams or communities, based on their ability to contribute positively, rather than fulfilling demographic quotas or correcting historical imbalances.

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### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 6	<b>Responded At:</b> Nov 28, 2024 12:54:17 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Nov 28, 2024 12:54:17 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	Nz european
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	61-70
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Prefer not to say
Q10. If yes, please select all that apply	not answered
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Unsure
Q12. Do you think this policy supports you and/or others?	No
Q13. Please share your feedback around the education and awareness section of the draft policy	I think there is too much tiptoeing around DEI. Common-sense should prevail. Every person is worth the same and when it comes to employment the most capable person for that particular job should be chosen, not because of their gender or race etc. In saying that, a mobility challenged person could still be the best person because of their knowledge.
Q14. Please share your feedback around the safety section of the draft policy	Everybody should feel safe at the council, even if not politically correct. Just accept everybody as they are.
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	Democracy means that everybody has one voice or vote, no special treatment.
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	I am all for making the council accessible to mobility challenged people, have gender neutral toilets. But this does not need to written in policy, that is Common-sense.

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

Q17. Do you have any other suggestions that would strengthen this policy?

In my opinion, this policy is totally unnecessary and waisting my ratepayers money.


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Q18. Do you have any other comments you'd like to add?

I oppose DEI policies that would favour certain groups over others when it comes to employment at the council. Also I totally oppose bullying companies that tender for council jobs to have to have these DEI policies as well. The best person/company and most cost efficient for the job, should get the job, which is ultimately played by my rates.

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 7	<b>Responded At:</b> Nov 29, 2024 11:42:00 am
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Nov 29, 2024 11:42:00 am
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

<b>Q1. Name</b>	[REDACTED]
<b>Q2. Email address</b>	[REDACTED]
<b>Q3. Ethnicity</b>	Pākeha
<b>Q4. Iwi affiliation/s (if applicable)</b>	Nil
<b>Q5. Age group</b>	41-50
<b>Q6. Is your submission on behalf of a group, organisation or business?</b>	No
<b>Q7. If yes, please name group, organisation or business</b>	Nil
<b>Q8. How would you like to make your submission?</b>	Online (continue with this survey if you select this option)
<b>Q9. Do you identify as part of a minority or marginalised group?</b>	Prefer not to say
<b>Q10. If yes, please select all that apply</b>	not answered
<b>Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?</b>	Yes
<b>Q12. Do you think this policy supports you and/or others?</b>	Yes
<b>Q13. Please share your feedback around the education and awareness section of the draft policy</b>	Nil.
<b>Q14. Please share your feedback around the safety section of the draft policy</b>	7.3.3 - How far will this go? Does this relate to built, physical environment only?
<b>Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy</b>	7.2.1 - "Cohort" can be misinterpreted as 'othering' terminology. I would encourage you to use a more inclusive and less formal term. "Whānau", "Communities" are much more inclusive. 7.2.2 - Encouraging is fine, but "enabling" would take your kaupapa further. 7.2.3 - Cool to see civics education included in this policy, very cool!
<b>Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section</b>	7.5.1 - Will there be input from the named communities about what is a reasonable accommodation? Who decides what is a reasonable accommodation, and through what lens?

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q17. Do you have any other suggestions that would strengthen this policy?**

Kia ora - I'd like to applaud the Whakatāne District Council for drafting this policy and for the intention behind it. A more inclusive District is good for all people, not just those who experience barriers. I understand why there isn't a lot of detail in regards to the implementation of this policy, however I would be interested in hearing what workplans, projects, and processes will come out of this. Could you please provide me with that feedback. I would encourage you to use the term 'disproportionately impacted' communities in lieu of 'minority' or 'marginalised'. As we know, our organisational structures and practices create barriers and impacts for some in our community. Using 'disproportionately impacted' not only acknowledges these barriers and the experiences of communities - it acknowledges the equity issue at play: those with the most resources (ie WDC) inadvertently create barriers for those with the least resources. I applaud you for including all levels of Council in the scope of this policy - it is encouraging to see Elected Members are within the scope of this policy too. For some 'Council' is an interchangeable term for Elected Members and Council Staff - I appreciate the clear explanation in Section 8.0. Finally, I would like to acknowledge your use of 'gender' in lieu of 'sex' in the policy. In light of the wider rhetoric around gender issues, I appreciate that you have prioritised this term and concept.


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**Q18. Do you have any other comments you'd like to add?**

If possible, I'd be interested in speaking to this submission remotely. Thanks a lot. Great work :)

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 8 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Nov 30, 2024 09:22:03 am <b>Last Seen:</b> Nov 30, 2024 09:22:03 am <b>IP Address:</b> n/a
Q1. Name	[REDACTED]	
Q2. Email address	[REDACTED]	
Q3. Ethnicity	New Zealand	
Q4. Iwi affiliation/s (if applicable)	not answered	
Q5. Age group	51-60	
Q6. Is your submission on behalf of a group, organisation or business?	No	
Q7. If yes, please name group, organisation or business	not answered	
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)	
Q9. Do you identify as part of a minority or marginalised group?	Yes	
Q10. If yes, please select all that apply	<b>Other (please specify)</b> Everyday, average, patriotic, New Zealander	

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?

**Please explain why you've provided this answer**

NOTE I had selected "Unsure" BUT when I provided an explanation my selection was removed. Yes I support the development of a policy and I GENERALLY support the proposed policy, BUT the naming of "Te Tiriti o Waitangi" and exclusion of "Treaty of Waitangi" under the current climate is in itself divisive and non-inclusive of a section of society that may not understand the differences. Therefore, more work required AND/OR provision for consideration of "Treaty of Waitangi" and the need for all to be treated EQUALLY and INCLUDED. Te Tiriti o Waitangi does not necessarily promote this where it appears to be contradictory . Article One: rangatira (well-born, well-bred person; chief, male or female; leader of a tribe) gave the queen 'te Kawanatanga katoa' – the governance or government over the land. Article Two: Confirmed and guaranteed the rangatira 'te tino rangatiratanga' – the exercise of chieftainship – over their lands, villages and 'taonga katoa' – all treasured things. Māori agreed to give the Crown the right to deal with them over land transactions. Article One and Two appear to be contradictory, who can one govern a land that someone else has "chieftainship" (whatever that entails) over. It also appears one Rangatira can have a privilege over groups based upon their personal views. The purpose of this policy is to promote INCLUSION and DIVERSITY, quoting "Te Tiriti o Waitangi" as a foundation document undermines the purpose of the policy through Article Two. My main concern and reasoning regarding the above and the need for some form of additional guidance relates to how the policy will be interpreted specifically Council Staff where misinterpretation or potential misguided bias can stall progress AND create division. There is a section for definitions and I suggest the term "Consultation" gets included as my recent experience has demonstrated there are differing interpretations of "consultation", how it is applied and what can result from it. Insulated consulting exclusively with minority groups alone is in itself non-inclusive and develops a biased view.

Q12. Do you think this policy supports you and/or others?

Unsure

**Please provide further detail if relevant**

On the surface it appears the Policy meets its objectives BUT there are parts of it that can be interpreted as divisive and exclusive.

Q13. Please share your feedback around the education and awareness section of the draft policy

I support these initiatives IF they are applied equitably and not necessarily favor one sector of our community over another. Any funding or support should be EQUALLY shared where there are measures in place to ensure it cannot be all consumed by sector. IF the council is not hearing from a sector then efforts should be made to engage and provide an opportunity. There is a considerable sector of society that makes a large contribution, yet is currently disengaged because they feel an overwhelming bias towards another sector, such that there is no point contributing because their views will be discounted because they may not be considered tangata whenua.

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q14. Please share your feedback around the safety section of the draft policy**

I support the wording in the Policy BUT, it does not go far enough to support differing views/opinions/discussions equitably. The reality of our community is I (and many others) DO NOT feel safe to have a respective reasonable discussion about ideas or viewpoints that may not align with a Maori view, without being labelled "Racist" . The term "Racist" is now being used as a weapon for defense against ANYTHING that may not be supporting Maori supremacy.

**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

I support the specific wording, it is how it is interpreted in the context of other parts of the document that concerns me. Specifically point 7.2.3 where Maori for Maori implies differing rules will be applied where "civics and democracy and decision-making processes" have differing founding/basic process and outcomes between Maori and the rest of New Zealand. I support a consideration and inclusion of Maori process but where it becomes EXCLUSIVELY Maori there will be division. This will require some mature collaborative discussion where tolerance will need to be applied.

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

I support the specific wording, it is how it is interpreted in the context of other parts of the document that concerns me.

**Q17. Do you have any other suggestions that would strengthen this policy?**


The background of this policy reads as something that was driven by and from "Whakatane- Accessible and Inclusive (WAI) group to enable a closer working relationship with, and improved understanding of, disabled people. As part of the MOU, Council promised to undertake the development of a Diversity, Equity & Inclusion (DEI) Policy." "This policy is important to ensure we are engaging with a diverse range of individuals and communities, including them in decision-making, and providing equitable opportunities for groups and individuals who may have experienced discrimination and disadvantage." "Early in 2024 Council signed a Memorandum of Understanding with the Whakatane- Accessible and Inclusive (WAI) group to enable a closer working relationship with, and improved understanding of, disabled people. As part of the MOU, Council promised to undertake the development of a Diversity, Equity & Inclusion (DEI) Policy. Recent Council engagement identified gaps regarding DEI and it became evident that parts of our community were not being, or feeling, included or were receiving less service than others." Unfortunately, it appears (like many things in our community) to be overtaken by a prejudice towards Maori. I accept, agree and understand there has been some historic gradients, but replacing one prejudice viewpoint with another is not the solution to true equity. Suggestions: 1. A good pragmatic consideration of this policy should be undertaken to ask what the purpose of this document is and does it align with of the stated objective. Is it to promote TRUE and LEGITIMATE equity, diversity, accessibility and inclusion, or is there some other potential agenda that could be interpreted. 2. Inclusion of additional definitions that assist in determination if a specific action or viewpoint is not in line with the policy intention. I suggest a review of <https://www.edi.nih.gov/the-EDI-pulse-blog/understanding-racial-terms-and-differences>. 3. Removal of reference to "Te Tiriti o Waitangi" OR inclusion of "Treaty of Waitangi". True equity, fairness and inclusion does not require reference to either of these documents.

**Q18. Do you have any other comments you'd like to add?**

The fact that this document asks for "Iwi affiliation/s (if applicable)" and not "Cultural affiliations" indicates a prejudice towards Maori and excludes considerations of any other "affiliations". There is almost 2 pages of Section 3.0 Strategic Alignment, that is particularly divisive focusing purely on Maori therefore it is not inclusive. If the intention is TRUE inclusion then shore some be more inclusive strategic alignment commentary rather than an individual determination like "Mana Motuhake, by Māori for Māori approach". True inclusion would include "By Disabled for Disabled", or "By Young for Young"" "By Old for Old" "By Rainbow for Rainbow", etc. However, it gets a bit silly, so perhaps some non-exclusive wording should be considered to avoid antagonizing extremists.



9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

		<b>Respondent No:</b> 9 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Nov 30, 2024 12:15:32 pm <b>Last Seen:</b> Nov 30, 2024 12:15:32 pm <b>IP Address:</b> n/a
Q1. Name	[REDACTED]		
Q2. Email address	[REDACTED]		
Q3. Ethnicity	Indian Keralites		
Q4. Iwi affiliation/s (if applicable)	Whangai tuhoe		
Q5. Age group	31-40		
Q6. Is your submission on behalf of a group, organisation or business?	Yes		
Q7. If yes, please name group, organisation or business	Whakatane kerala community		
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)		
Q9. Do you identify as part of a minority or marginalised group?	Yes		
Q10. If yes, please select all that apply	Other (please specify) Migrant working community		
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes		
Q12. Do you think this policy supports you and/or others?	Yes		
Q13. Please share your feedback around the education and awareness section of the draft policy	If lease with migrants for support like what maori & Pacifica allowance		
Q14. Please share your feedback around the safety section of the draft policy	Include us for survey		
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	Consulting migrant groups		
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	Provide relocation assistance and baby steps settling services		

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

Q17. Do you have any other suggestions that would strengthen this policy?

Provide resources to feel home and provide service


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Q18. Do you have any other comments you'd like to add?

Allocate funding

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 10	<b>Responded At:</b> Nov 30, 2024 16:49:25 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Nov 30, 2024 16:49:25 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	Pākehā & Māori
Q4. Iwi affiliation/s (if applicable)	Tw Whānau-a-Apanui
Q5. Age group	51-60
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Rural people - Te hunga taiwhenua
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes
Q12. Do you think this policy supports you and/or others?	Yes
Q13. Please share your feedback around the education and awareness section of the draft policy	not answered
Q14. Please share your feedback around the safety section of the draft policy	not answered
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	not answered
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	not answered

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

Q17. Do you have any other suggestions that would strengthen this policy?

No


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Q18. Do you have any other comments you'd like to add?

I support this policy.

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

 <b>Respondent No:</b> 11 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]		<b>Responded At:</b> Dec 02, 2024 15:04:20 pm <b>Last Seen:</b> Dec 02, 2024 15:04:20 pm <b>IP Address:</b> n/a	
Q1. Name	[REDACTED]		
Q2. Email address	[REDACTED]		
Q3. Ethnicity	not answered		
Q4. Iwi affiliation/s (if applicable)	not answered		
Q5. Age group	not answered		
Q6. Is your submission on behalf of a group, organisation or business?	Yes		
Q7. If yes, please name group, organisation or business	Whakatane Action Group Inc.		
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)		
Q9. Do you identify as part of a minority or marginalised group?	Yes		
Q10. If yes, please select all that apply	Older people / Kaumātua Rural people - Te hunga taiwhenua		
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<b>Please explain why you've provided this answer</b> We feel the Diversity, Equity and Inclusion policy should cover and ensure the high level of service and respect which is expected that all NZ businesses should provide to their customers and clients. This ensures ALL people are treated with common courtesy and customer service, as well as dignity, respect and kindness, by both front of house staff and those behind the scenes when dealing with any person, of any religion, gender, ethnicity, age, sexual orientation, economic situation, geographic location and anyone living with a disability. Ensuring also that council facilities are accessible for the disabled in the community.		
Q12. Do you think this policy supports you and/or others?	Yes		

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q13. Please share your feedback around the education and awareness section of the draft policy**

The Diversity, Equity, and Inclusion policy is seen by us as playing a major role in the selection and training of staff to ensure that excellence in customer service is a top priority for Council, as this will reflect how the Council is perceived by the customers/ public. We do however feel that the Diversity, Equity and Inclusion policy is way too over written, with 11 pages of overstated, repetitive statements which could be written on 1 page. Writing policies for staff using "to the point" statements, results in better outcomes on those policy topics, as these briefer "to the point" policies are read and referred to more often.

**Q14. Please share your feedback around the safety section of the draft policy**

As an organisation representing ratepayers who feel strongly about the lack of affordability of living in the Whakatane area due to the ever increasing rise in our rates, the Whakatane Action Group are voicing our concerns on how much it has cost to have this policy drawn up and the ongoing cost of bringing the finished document to it's fruition. The expenditure by Council, no matter how little the amount needs to be kept to the core Council services so that our less wealthy and older citizens feel they are not at risk of needing to leave this area, their homes and friends and family due to unaffordability. This makes our older and less affluent citizens feel uncertain about their future, stability and safety and many have a feeling of dread about their future to stay where they feel is home, when the cost to do so is prohibitive.

**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

Publicity to encourage more people to attend Council meetings, or to tune into the online meetings would give them insight into why they pay the rates they do, and to see how Council operates. Hopefully this would encourage more of them to vote in council elections.

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

From Attending many Council meetings in this past year we have been made to feel that the current Diversity Equity and Inclusion policy is working really well. Having been made feel welcome at all times and witnessing the way the public are greeted and treated by both Staff and councillors. Keep treating ALL people with respect, kindness and dignity, no matter their age, gender, ethnicity, sexual identity, religion or disability.


**Q17. Do you have any other suggestions that would strengthen this policy?**

Make the policy brief so that it will be referred to and used often.

**Q18. Do you have any other comments you'd like to add?**

not answered

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

	<b>Respondent No:</b> 12	<b>Responded At:</b> Dec 02, 2024 15:21:07 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 02, 2024 15:21:07 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	European New Zealand
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	51-60
Q6. Is your submission on behalf of a group, organisation or business?	Yes
Q7. If yes, please name group, organisation or business	Parafed Bay of Plenty
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Disabled people / Tāngata whaikaha
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes
Q12. Do you think this policy supports you and/or others?	Yes
Q13. Please share your feedback around the education and awareness section of the draft policy	Without awareness you cant create a safe space for everyone. There is a high level of awareness which considers a wide range of different individuals and importantly giving them a voice and celebrates their core being
Q14. Please share your feedback around the safety section of the draft policy	It allows people to be safe in an environment that they can access safely both physically but emotionally too which only supports their mental well bring. It crates an opportunity for people to feel valued and that they matter.
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	Further to above, people will feel more valued as there is an opportunity to give feedback and input into the Council's projects

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

Using a DEI lens is going to help maintain awareness and needs of the community and anything that can promote a strong connection with the community is always a positive

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**Q17. Do you have any other suggestions that would strengthen this policy?**

Not at this stage. Everything looks very well thought out and considered.

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**Q18. Do you have any other comments you'd like to add?**

not answered

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 13	<b>Responded At:</b> Dec 03, 2024 10:52:58 am
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 03, 2024 10:52:58 am
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	not stated
Q4. Iwi affiliation/s (if applicable)	not stated
Q5. Age group	41-50
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not stated
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Rural people - Te hunga taiwhenua
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<p><b>Please explain why you've provided this answer</b></p> <p>Do not agree with the concept of equity, meaning some have "more rights" or opportunities than others. Particularly non-elected positions on boards/committees or employment based on minority status rather than competence &amp; ability. Treaty assures equal rights under one law and should not be reinterpreted through a 'principles' lens.</p>
Q12. Do you think this policy supports you and/or others?	No
Q13. Please share your feedback around the education and awareness section of the draft policy	<p>Do not agree with the concept of equity, meaning some have "more rights" or opportunities than others. Particularly non-elected positions on boards/committees or employment based on minority status rather than competence &amp; ability. Treaty assures equal rights under one law for all and should not be reinterpreted in various different ways through a 'principles' lens.</p>

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q14. Please share your feedback around the safety section of the draft policy**

Do not agree with the concept of equity, meaning some have "more rights" or opportunities than others. Particularly non-elected positions on boards/committees or employment based on minority status rather than competence & ability. Treaty assures equal rights under one law for all and should not be reinterpreted in various different ways through a 'principles' lens.

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**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

Do not agree with the concept of equity, meaning some have "more rights" or opportunities than others. Particularly non-elected positions on boards/committees or employment based on minority status rather than competence & ability. Treaty assures equal rights under one law for all and should not be reinterpreted in various different ways through a 'principles' lens.

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**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

Do not agree with the concept of equity, meaning some have "more rights" or opportunities than others. Particularly non-elected positions on boards/committees or employment based on minority status rather than competence & ability. Treaty assures equal rights under one law for all and should not be reinterpreted in various different ways through a 'principles' lens.

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**Q17. Do you have any other suggestions that would strengthen this policy?**

Do not agree with the concept of equity, meaning some have "more rights" or opportunities than others. Particularly non-elected positions on boards/committees or employment based on minority status rather than competence & ability. Treaty assures equal rights under one law for all and should not be reinterpreted in various different ways through a 'principles' lens.


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**Q18. Do you have any other comments you'd like to add?**

It is unfair, undemocratic and against the best interests of your voter constituency to 'rate' the rights of some above others, minority, marginalised or not. Fairness and equality for all, regardless of status are concepts that have worked in democratic societies. Introducing a sliding scale rule will foreseeably cause division and inequality. Toilets and change spaces are for biological sex only, I do not consent to allowing biological men in women's safe spaces, or vice versa, to do so would exclude many more people than "inclusion" policy seeks to assist.

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 14 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Dec 04, 2024 00:58:17 am <b>Last Seen:</b> Dec 04, 2024 00:58:17 am <b>IP Address:</b> n/a
Q1. Name	[REDACTED]	
Q2. Email address	[REDACTED]	
Q3. Ethnicity	Pākehā	
Q4. Iwi affiliation/s (if applicable)	not answered	
Q5. Age group	70+	
Q6. Is your submission on behalf of a group, organisation or business?	No	
Q7. If yes, please name group, organisation or business	not answered	
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)	
Q9. Do you identify as part of a minority or marginalised group?	Yes	
Q10. If yes, please select all that apply	Older people / Kaumātua	
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes	

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

Q12. Do you think this policy supports you and/or others?

Yes

**Please provide further detail if relevant**

The Council has made great strides in including people and it has been heartening to see the MoU with Whakatāne Accessible and Inclusive (WAI). But there are gaps, perhaps because not all Councillors and staff are aware of the need to ensure equity in all their decisions. One area in which I would like to see this enacted is in the distribution of grants to community organisations. I am a member of WAI, a group of tāngata whaikaha, people with a disability and pakeke/seniors with which WDC has an MoU. We have been unstinting in our willingness to meet with Council staff to advise and to suggest improvements that ensure accessibility and inclusion. Yet, due to our age and impairments most members struggle to participate without support. It is not easy for us to fundraise for the minimal cost of running our group: venues, transport, training and support for members, so we were very disappointed not to receive even a small grant in the latest community grants allocation that would acknowledge our struggles and the value we bring to Council work and our communities.

Q13. Please share your feedback around the education and awareness section of the draft policy

Promoting inclusion contributes to community cohesion, something that is so important as climate change is likely to increase the number of emergencies we face and the consequent stresses on whānau, farmers and business people. A recent UK report shows that riots and disorder recently occurred in communities that had "torn social fabric". Under stress people can turn on one another and blame each other rather than acting together to support one another. ([https://www.theguardian.com/society/2024/dec/03/uk-riots-social-fabric-index-report?CMP=share\\_btn\\_url](https://www.theguardian.com/society/2024/dec/03/uk-riots-social-fabric-index-report?CMP=share_btn_url)). Education and awareness initiatives increase the understanding we have of one another, and encourage people to move into circles beyond those that look like or think like themselves. If community spaces feel safe for all then we can truly meet one another across differences. Education on Te Tiriti is also vital to prevent fissures in our community. There are still many who do not understand the vital role Te Tiriti can play in our future.

Q14. Please share your feedback around the safety section of the draft policy

For older and disabled people safety means more than just physical safety, though accessibility is vital and the design of shared public spaces is important, eg. ensuing low sensory environments for people with autism. In new initiatives Council could use this policy to promote inclusion e.g. in the new art space being proposed ensure that all those who hire spaces have policies that enable inclusion in their workshops. This is especially important for those who, due to their impairment, may look or act differently from the norm who may often be subject to discrimination which keeps them isolated at home.

Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy

At a time of reduced trust in both local and national governments, it is vital that we increase understanding of civics and democracy in action. Citizens need to better understand and appreciate the role of Council and Councillors and the complex decisions they face as they have to weigh many competing interests and rising costs. It would be great if we could have more civics education in schools as well as in our communities. People can be empowered if they know how they can have a voice.

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

Inclusive leadership is vital if this policy is to be truly enacted. I would like to see Council use positive discrimination to ensure that more people of marginalised groups (whether through ethnicity, gender, disability) are employed by the Council, as they bring so much community knowledge with them into their roles. I hope this policy flows onto Council employment policies. Reasonable accommodations can be small things that make a big difference. And if the Council continues to consult groups like WAI, there will be cost savings. Our members have at times had to ask Council to make changes to parking areas and the like to make them truly accessible. By consulting WAI before changes are made or new crossings built later expensive changes would be unnecessary.

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**Q17. Do you have any other suggestions that would strengthen this policy?**

No, just my appreciation of this opportunity to have a say in the development of this important document.


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**Q18. Do you have any other comments you'd like to add?**

My congratulations to staff and councillors. With these policies and practices in place Whakatāne could truly become a district in which everyone has a sense of belonging and acceptance and be given opportunities to contribute to their communities.

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

		<b>Respondent No:</b> 15 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Dec 04, 2024 18:39:43 pm <b>Last Seen:</b> Dec 04, 2024 18:39:43 pm <b>IP Address:</b> n/a
Q1. Name	[REDACTED]		
Q2. Email address	[REDACTED]		
Q3. Ethnicity	Kiwi		
Q4. Iwi affiliation/s (if applicable)	not answered		
Q5. Age group	51-60		
Q6. Is your submission on behalf of a group, organisation or business?	No		
Q7. If yes, please name group, organisation or business	not answered		
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)		
Q9. Do you identify as part of a minority or marginalised group?	Yes		
Q10. If yes, please select all that apply	Disabled people / Tāngata whaikaha Rural people - Te hunga taiwhenua		
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<b>Please explain why you've provided this answer</b> This is all about how we should all respect each other. I do not believe we need this marginalized to the listed group.		
Q12. Do you think this policy supports you and/or others?	Unsure		
Q13. Please share your feedback around the education and awareness section of the draft policy	Is it really local governments decision to be the judge on wellbeing? No.its not council's responsibility so throw it out		
Q14. Please share your feedback around the safety section of the draft policy	As above. Not council to adopt.		
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	Treat all with the respect and integrity that you would like to receive. So once again not a council issue but central government.		
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	Not necessary		

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

Q17. Do you have any other suggestions that would strengthen this policy?

Not council policy to be involved with. Wasted our staff time


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Q18. Do you have any other comments you'd like to add?

Where did this come from eg nps or what? If it's part of Ignz agenda. Just when did it go out for consultation that we would adopt that agenda?

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> [REDACTED]	<b>Responded At:</b> Dec 04, 2024 23:44:09 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 04, 2024 23:44:09 pm
	<b>Email:</b> n/a	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	Maori
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	41-50
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Written in hard copy - English
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Rural people - Te hunga taiwhenua
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes
Q12. Do you think this policy supports you and/or others?	<p><b>Please provide further detail if relevant</b></p> <p>'E tere rā te awa o Te Rangitāiki 'Go swiftly RangitaiKi Kia tae atu koe ki te pūtahitanga o Te Whirinaki Towards the meeting place with Whirinaki Riporipo atu rā ki Te Moana nui a Kiwa' Like ripples towards the great ocean of Kiwa' The passage above depicts the joining of rivers, and I use this passage to build the foundation of this document in providing feedback on the draft Diversity, Equity and Inclusion Policy. Where I come from rivers, help identify where a person is from, the area, the people and the community. WE believe that this concept is at the heart of this policy, however, here are some areas we think the policy can build on:</p>
Q13. Please share your feedback around the education and awareness section of the draft policy	<p>1. Advocate for Dedicated Rural Representation Rural Representatives: Push for the inclusion of dedicated rural representatives on any DEI committees or working groups. This ensures that the unique perspectives and needs of rural communities are consistently considered. One way of doing this is establishing advisory panels specifically for rural issues, which can provide direct input to the council on matters affecting rural residents.</p>



### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q14. Please share your feedback around the safety section of the draft policy**

2. Improve Communication Channels Accessible Information: Ensure that information about council decisions, policies, and services is easily accessible to rural residents, using both digital and traditional methods (e.g., local newspapers, community bulletin boards). Digital Inclusion: Advocate for improved internet and digital infrastructure in rural areas to facilitate better communication and access to online services.

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**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

3. Promote Inclusive Decision-Making Training and Awareness: Encourage training for council members and staff on the unique challenges faced by rural communities, fostering a deeper understanding and empathy. Inclusive Policies: Push for policies that explicitly consider the impact on rural communities, ensuring that their needs are not overlooked in broader decision-making processes.

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**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

4. Provide Clear and Relevant Information Transparency: Be transparent about the goals, processes, and outcomes of community engagement efforts by providing educational resources to help community members understand the issues and how they can contribute.

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**Q17. Do you have any other suggestions that would strengthen this policy?**

5. Monitor and Evaluate Progress Regular Reviews: Ensure that the implementation of the DEI policy includes regular reviews and assessments of its impact on all communities especially rural. We want accountability that holds our council accountable for making tangible progress in improving representation and addressing the needs of all. By taking these steps, you can help ensure that the rural community is better represented and that their unique needs and perspectives are effectively addressed within the DEI policy framework. If you have specific ideas or initiatives in mind, sharing them with the council can also be a powerful way to advocate for change.


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**Q18. Do you have any other comments you'd like to add?**

not answered

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 17	<b>Responded At:</b> Dec 05, 2024 11:55:57 am
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 05, 2024 11:55:57 am
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	Maori
Q4. Iwi affiliation/s (if applicable)	Tuhoe me Whakatohea
Q5. Age group	61-70
Q6. Is your submission on behalf of a group, organisation or business?	Yes
Q7. If yes, please name group, organisation or business	Pou Whakaaro
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Disabled people / Tāngata whaikaha <b>Other (please specify)</b> People who experience Mental Health Issues- Tangata Whaiora
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	<b>Please explain why you've provided this answer</b> The policy needs to include people with Mental Health Issues; Tangata Whaiora
Q12. Do you think this policy supports you and/or others?	No
Q13. Please share your feedback around the education and awareness section of the draft policy	Support for inclusive community led initiatives would be great.
Q14. Please share your feedback around the safety section of the draft policy	I believe this is good
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	not answered
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	not answered

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

Q17. Do you have any other suggestions that would strengthen this policy?

I believe that a significant proportion of our community experience Mental Illness and the term Tangata Whaiora is preferred.  
People who identify as Tangata Whaiora do not identify with the term Tangata Whaikaha.


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Q18. Do you have any other comments you'd like to add?

not answered

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 18	<b>Responded At:</b> Dec 05, 2024 12:44:12 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 05, 2024 12:44:12 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	NZ European/Pākehā, European Jewish
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	41-50
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Verbally - English
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Neurodivergent people / Te hunga kanorau ā-roto Rainbow community / Hapori Takatāpui Disabled people / Tāngata whaikaha
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes
Q12. Do you think this policy supports you and/or others?	Yes
Q13. Please share your feedback around the education and awareness section of the draft policy	I would like to see this specifically include internal education for staff and elected members of WDC. The policy currently doesn't appear to specify this and seems externally-focused.

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q14. Please share your feedback around the safety section of the draft policy**

Similar to above. An example relevant to my lived experience would be ensuring all people have access to bathrooms regardless of gender (staff and public) or that language used is gender neutral. It can be hard to ensure public spaces are safe so I would like to see some further detail around how this might be implemented especially in places where diverse groups meet. An example of this is the public meeting held by WDC where Nazi slogans were used in response to a Māori councillor. How will we keep people safe from this? One part of course involves the previous section around awareness and I encourage WDC to use strong language in all their communications to ensure people know that certain behaviours are unacceptable. Freedom of speech should not mean freedom from consequences of said speech, especially when it is targeted at marginalised communities.

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**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

I applaud this policy and am excited to work together in community to support these objectives.

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**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

I'm happy with this section as it relates to the Disability Convention and HRC guidelines.

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**Q17. Do you have any other suggestions that would strengthen this policy?**

Not at this time.


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**Q18. Do you have any other comments you'd like to add?**

I'm looking forward to seeing this policy in action in our communities and hope it becomes entrenched as standard practice for WDC. I would like to understand under what circumstances the policy would be reviewed or at risk of removal. Will it be reviewed and updated regularly? . Nei rā taku mihi ki a koutou i whai kaha i tēnei kaupapa. Kua tae kē te wā. He mihi mahana tēnei ki ngā tāngata katoa i hāpai. Mauri ora.

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 19	<b>Responded At:</b> Dec 05, 2024 12:46:54 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 05, 2024 12:46:54 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	not answered
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	not answered
Q6. Is your submission on behalf of a group, organisation or business?	Yes
Q7. If yes, please name group, organisation or business	Whakatāne Accessible and Inclusive (WAI)
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Older people / Kaumātua Young people / Taiohi Neurodivergent people / Te hunga kanorau ā-roto Rainbow community / Hapori Takatāpui Disabled people / Tāngata whaikaha Rural people - Te hunga taiwhenua
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes
Q12. Do you think this policy supports you and/or others?	Yes
Q13. Please share your feedback around the education and awareness section of the draft policy	We like this section, including 7.1.3 about treating everyone with dignity and respecting their rights and beliefs.

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q14. Please share your feedback around the safety section of the draft policy**

While agreeing with this section, we would appreciate the wording in Section 7.3.3 from "Enhance our physical environment" to "Enhance and maintain our physical environment.". Building regulations 1992 are an important part, and they should be carried out throughout New Zealand when buildings are being designed. Core boards for non-speakers around town. Pedestrian and pedestrian crossing safety needs to be taken into consideration for all our community, including disability parking. Can there be a section that talks about emergencies, such as natural disasters, and what can be done to make sure people with disabilities and other groups included in the DEI Policy are safe at those times?

**Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy**

We believe that 7.2 is another important part of inclusion and believe it is important for everyone to know their rights & how to vote, etc.

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

Are the people with mental health issues and homeless persons on the list of people and groups in the DEI Policy, which also gives them a voice? AND are there priorities for an action plan, as well as how well this is supported in full across Council departments and the Council table, including will there be specific funds set aside to enable inclusion and diversity?


**Q17. Do you have any other suggestions that would strengthen this policy?**

The Easy Read translation should be considered. In any phase, please refer to People First New Zealand, as they are the only organization to do the Easy Read translation. - The slogan is "Nothing about us without us"; it is also associated with the UN Convention on the Rights of Persons with Disabilities. Can the principle "nothing about us, without us" be included? This being both the phrase itself and the ideas behind that phrase. This translation will help people who have learning/intellectual disabilities, but also for all people whose English is their second language and people who have low literacy. Ensure that invisible disabilities are specifically included, e.g., autism and intellectual disability. It would also be helpful to have it in layman's terms so that everyone can understand it and to make sure all the long and difficult words/phrases are included in the dictionary within the DEI policy, with words such as marginalised, minority, civics, and reasonable accommodations.

**Q18. Do you have any other comments you'd like to add?**

As a group representing Tāngata Whaikaha (people with a disability) and Pakeke (seniors), we endorse this excellent policy. The examples of actions the Council could take that would increase engagement with all sectors and lead to the inclusion of all are commendable. It would increase well-being and belonging for all. We congratulate Council staff for their outstanding work on this policy. If this policy is accepted and enacted, our Council would truly become a Council for all people.

9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 20	<b>Responded At:</b> Dec 05, 2024 14:06:48 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 05, 2024 14:06:48 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	NZ Euro
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	41-50
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	No
Q10. If yes, please select all that apply	not answered
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	No
Q12. Do you think this policy supports you and/or others?	No
Q13. Please share your feedback around the education and awareness section of the draft policy	This section promotes a specific worldview that may not align with the values of all residents. It risks creating a climate of division and resentment.
Q14. Please share your feedback around the safety section of the draft policy	The focus on creating "safe spaces" for specific groups can lead to the marginalisation of others. A truly safe community should be one where all individuals feel respected and valued.
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	The policy's emphasis on the needs of particular groups may undermine the democratic process, where decisions should be made based on the best interests of the community as a whole.



### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

**Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section**

The policy's focus on "reasonable accommodations" and "diversity, equity, and inclusion lens" can lead to discriminatory practices and preferential treatment. I urge the Council to reject the proposed DEI policy and embrace a vision of equality and individual liberty for all.

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**Q17. Do you have any other suggestions that would strengthen this policy?**

not answered


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**Q18. Do you have any other comments you'd like to add?**

To the Whakatāne District Council I am writing to express my strong opposition to the proposed Diversity, Equity, and Inclusion (DEI) policy. While I understand the intent behind the policy, I believe it fundamentally misrepresents the principles of fairness and equality. The cornerstone of a just society is the principle of equality. Every individual, regardless of race, ethnicity, gender, sexual orientation, religion, or any other characteristic, deserves to be treated with equal respect and dignity. The proposed DEI policy, however, introduces a framework that could prioritise certain groups over others, leading to potential discrimination and division. The concept of "intersectionality" as outlined in the policy promotes the idea that individuals should be defined and treated based on their membership in various social groups. This approach fosters a divisive and discriminatory environment where individuals are judged not on their individual merits but on their collective identity. A truly equitable society should be one where individuals are judged based on their character, skills, and contributions, not on their race, ethnicity, or other group affiliations. The proposed DEI policy risks undermining this fundamental principle by prioritising group identity over individual merit. I urge the Council to reconsider the proposed DEI policy. Instead, I propose that the Council focus on the following core principles: Equality of Opportunity: Ensure that all individuals have equal opportunities to succeed, regardless of their background. Individual Merit: Judge individuals based on their qualifications, skills, and performance, not on their group affiliations. Colourblindness: Promote a society where individuals are not judged based on their race or ethnicity. Respect for All: Treat all individuals with respect and dignity, regardless of their beliefs or lifestyle choices. By adhering to these principles, we can create a truly inclusive and harmonious society where everyone has the chance to reach their full potential.

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9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

	<b>Respondent No:</b> 21	<b>Responded At:</b> Dec 05, 2024 16:58:26 pm
	<b>Login:</b> [REDACTED]	<b>Last Seen:</b> Dec 05, 2024 16:58:26 pm
	<b>Email:</b> [REDACTED]	<b>IP Address:</b> n/a

Q1. Name	[REDACTED]
Q2. Email address	[REDACTED]
Q3. Ethnicity	NZ
Q4. Iwi affiliation/s (if applicable)	not answered
Q5. Age group	70+
Q6. Is your submission on behalf of a group, organisation or business?	No
Q7. If yes, please name group, organisation or business	not answered
Q8. How would you like to make your submission?	Online (continue with this survey if you select this option)
Q9. Do you identify as part of a minority or marginalised group?	Yes
Q10. If yes, please select all that apply	Older people / Kaumātua Disabled people / Tāngata whaikaha
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Yes
Q12. Do you think this policy supports you and/or others?	Unsure
Q13. Please share your feedback around the education and awareness section of the draft policy	not answered
Q14. Please share your feedback around the safety section of the draft policy	not answered
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	not answered
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	not answered

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

Q17. Do you have any other suggestions that would strengthen this policy?

not answered

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Q18. Do you have any other comments you'd like to add?

Nice piece of reading - putting this into real life and practice will be the test of it.

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**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

**From:** [REDACTED] >  
**Sent:** Thursday, 5 December 2024 10:59 am  
**To:** Submissions <[submissions@whakatane.govt.nz](mailto:submissions@whakatane.govt.nz)>  
**Subject:** Diversity, Equity, and Inclusion Policy

[REDACTED]

One of WDCs mission on the DEI Policy is focusing on representation, fairness, & equal opportunities for all genders, ethnicities, nationalities, sexual orientations, religions, disabilities and ages.

I am in total agreance with it all until we get to the Rainbow Community/LGBGT Community. I do not believe in WDC supporting Rainbow Events in our Community - I do not want my hard earned Rates money to fund this behaviour. Next thing there will be rainbow crossings, drag queens reading stories to children in Public Libraries. Last night I was in Rotorua, there was an illuminated rainbow coloured sign saying Rotorua Primary. I am not into Woke ideals - children being groomed to question their identity, sexuality & gender - confusing the not matured human mind. There are only 2 genders, male & female. Children on Puberty Blockers etc. Taxes shouldnt be spent on that kind of thing, what has the modern World become? Madness.

As for diversity & equality in this area when it comes to employment it should be "the best person for the job" irrespective of anything else. Walmart along with Ford, John Deers, Toyota and a number of other large companies in the US are tossing out their DEI initiatives. This is good for every single American. The most qualified person should be hired and promoted regardless of what they look like. They recognise it is not good for business, the workplace, and for the customer.

Sport NZ has spent \$316,000 on two DEI Surveys for heavens sake. What a debacle the LGBGT Community create in Sport, transmen competing against women, how fair is that? Its chaos, and demoralising for the natural born women. More madness.

Honestly I am not WOKE and dont align to this vision. Council should be focusing on Core Issues of Infracture, spending scant money wisely, as pointed out by the Govt. at the LGNZ Conference.

[REDACTED]

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

#### Submission to the Draft Diversity, Equity and Inclusion Policy for Whakatane District Council Whakatane-Ōhope Community Board December 2024

Thank you for the opportunity to submit to the Draft Diversity, Equity and Inclusion Policy for Whakatane District Council. We support the vision of enhancing social cohesion, and we support the objectives of the Policy including: fostering a sense of belonging for all people in our district, involving marginalised and minority communities in Council decision making, showing empathy, compassion, and respect to our marginalised communities.

We have some thoughts on specific wording of the policy which are listed below:

#### 5.0 Definitions

- **Diversity:** Expand the definition of diversity to refer to more than just *“different social and ethnic backgrounds”*. Diversity can also include inherent characteristics such as age, gender, disability, faith etc. Another important aspect of diversity in organisations and within our community is embracing diversity of opinion. A broader definition may be more helpful (eg this from Ferris State University) *“Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs”*.
- **Marginalised:** We suggest the definition is modified to simply say *“marginalised groups are those that are prevented from fully participating in the socioeconomic and political landscape of a society.”* The rest of the definition (i.e. ... *due to the interconnected impacts of colonialism, capitalism and patriarchy. These processes create.... etc*), could be deleted. There are many reasons why people can be marginalised in our society, and not just those relating to colonialism, capitalism and patriarchy.

#### 7.0 Policies

Policy 7.3.1: *“utilising our safe shared spaces for community use”*. The term *“safe shared spaces”* is ambiguous. Perhaps reword to: *“Ensure our spaces shared for community use are safe”*.

Policy 7.5.3: *“Using a diversity, equity and inclusion”* lens may be reworded to be more clear eg: *“Wherever possible, make decisions that avoid discrimination, promote inclusion and increase fairness in the district”*.

#### General comments

The document uses the term *“our people”* on several occasions. Presumably this is intended to mean all people in the district, but it is ambiguous and may refer to Council staff, or ratepayers and the community (or both). We suggest this wording is changed to *“all people in our district”* when that is what is intended.

The Board is in support of this policy. However, we are aware that there is a small risk that DEI policies and practices instead unwittingly cause division by using a narrow definition of diversity and placing too much emphasis on politics of identity. We believe this policy is sufficiently broad that this risk is minimised.

The policy would also benefit from recognising widely held values of *“equal opportunity”* to participate and succeed, and ensuring a level playing field so people can progress on merit. This is

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

particularly relevant when the policy applies to procurement of Council services. Sometimes there can be a tension between equal opportunity and equity, and this tension should be embraced as a way to provide balance in our decision-making processes.

Carolyn Hamill

On behalf of the Whakatāne-Ōhope Community Board

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)



#### **Joint submission - Sport Bay of Plenty and Parafed Bay of Plenty DRAFT DIVERSITY, EQUITY AND INCLUSION POLICY**

3 December 2024

Tēnā koutou katoa,

Sport Bay of Plenty and Parafed Bay of Plenty are writing to support Whakatāne District Council's draft Diversity, Equity and Inclusion Policy. We appreciate Council's efforts and commitment to develop the policy, and in seeking further public consultation.

#### **About us**

##### ***Sport Bay of Plenty***

Sport Bay of Plenty is on a mission to transform lives through physical activity.

Regardless of someone's age, gender, disability, cultural or religious background, sexual orientation, or where they live, everyone has the right to be treated fairly and enjoy the physical activities of their choice. As a regional sports trust we work with the physical activity sector to reduce or remove the barriers that people face when wanting to participate in sport, recreation and play.

##### ***Parafed Bay of Plenty***

Parafed Bay of Plenty is a not-for-profit organisation that enables sport, recreation and play opportunities for physically disabled people. Parafed is involved with a range of sports for people to try at grassroots level with pathways through to Paralympics.

Parafed Bay of Plenty is a growing organisation that assists with providing sport, recreation and play opportunities within the Bay of Plenty, as well as advocacy for its members and professional development opportunities for the sector.

In April 2024, Sport Bay of Plenty and Parafed Bay of Plenty signed an MOU to demonstrate a shared commitment to support Bay of Plenty communities to be more physically active through play, active recreation and sport.

#### **Advocating for DEI in sport, recreation and play**

Sport New Zealand's population survey in 2023 (Active NZ) indicates:

- 68% of adults and 58% of young people in the Bay of Plenty are meeting physical activity guidelines (150+ minutes per week).
- In comparison, 52% of disabled adults and 46% of disabled young people in the Bay of Plenty are meeting physical activity guidelines.

The results indicate a stark contrast in participation. The opportunity for all those connected to the sport, recreation and play sector (including councils) is to therefore:

- Ensure spaces and places where physical activity occurs are accessible



### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)



- Develop and promote physical participation opportunities that are accessible
- Ensure the voice of disabled people are sought and included in any decisions related to play, active recreation and sport opportunities.

We also advocate for the same principles to apply to other DEI considerations such as age, gender, cultural or religious background, sexual orientation and where people live (in particular, local communities and hapori of socioeconomic disadvantage).

Sport Bay of Plenty and Parafed Bay of Plenty are therefore supportive of Whakatāne District Council's draft DEI Policy and the principles of:

- Education and awareness
- Safety
- Civics, democracy and decision-making
- Inclusive leadership and reasonable accommodations.

We believe the above principles provide a structured and foundational opportunity to ensure diversity, equity and inclusion is embedded throughout council processes, and in ways that – if applied to the full extent – will have tangible benefits for people and populations facing numerous barriers to participating in physical activity.

We also encourage Council to continue to engage with minority and marginalised groups to ensure the policy principles are reflected in practice, including during the development of future council strategies and plans.

Ngā mihi

Nick Chambers  
GM Community Sport and Recreation  
*Sport Bay of Plenty*

Ian McDonald  
Executive Officer  
*Parafed Bay of Plenty*

Any future correspondence regarding this submission can be directed to:  
Danene Jones  
GM Business Services – Sport Bay of Plenty  
[danenej@sportbop.co.nz](mailto:danenej@sportbop.co.nz)  
027 474 4599

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

28 November 2024

Whakatane District Council  
Private Bag 1002  
WHAKATANE 3158



Tēnā koe,

**SUBMISSION TO WHAKATANE DISTRICT COUNCIL ON THE DIVERSITY, EQUITY AND INCLUSION POLICY.**

The Disabilities Resource Centre is devoted to providing an accessible and responsive service for people with disabilities and the elderly. We aim to encourage and support them to exercise their right to live with dignity and maximum independence in the community of their choice.

Our Strategic Vision is to assist people with disabilities to achieve their goals through leading health and disability services.

We conduct business under the organisational values of Care, Responsiveness, Respect, Accountability, Integrity and Good Employer. We achieve these values by providing the following services:

- Information and Advisory Services
- Home Care Services
- Community Services

The Disabilities Resource Centre does not request the opportunity to speak in support of this submission to the Whakatane District Council.

Yours faithfully

Bronwen Foxx  
**CHIEF EXECUTIVE OFFICER**

141-143 King Street, PO Box 528, Whakatane 3158, New Zealand  
**t:** 07 307 1447 **f:** 07 307 0229 **e:** drct@drct.co.nz [www.drct.co.nz](http://www.drct.co.nz)  
Charities Commission: CC22840

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### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)



The Disabilities Resource Centre Trust would like to thank the Whakatane District Council for the opportunity to submit our input to the long-term plan for 2024-2034.

Tāngata whaikaha/disabled people and pākeke/seniors continue to remain our most vulnerable community members and it is the responsibility of the community to keep them safe and protected while giving them the ability to remain productive members of our community by providing them with a safe and accessible environment so they can live the life they choose.

**Please share your feedback around the education and awareness section of the draft policy:**

**1. Do you generally agree with the draft Diversity, Equity, and Inclusion Policy?**

Yes.

The draft policy demonstrates a commitment to fostering an inclusive, equitable, and diverse community within the Whakatāne District. Its focus on promoting participation and respect for all individuals is vital for the well-being of our community.

**2. Do you think this policy supports you and/or others?**

Yes.

The policy outlines practical approaches to addressing barriers that affect marginalised groups. The emphasis on creating an environment that embraces diverse identities will empower underrepresented groups to contribute and feel valued.

**3. Feedback on the education and awareness section of the draft policy:**

The focus on education and awareness is important. We recommend incorporating regular training programmes for council staff and community leaders, addressing unconscious bias and cultural competency.

These initiatives should also include targeted outreach to schools and community groups to foster understanding and inclusion from an early age.

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t: 07 307 1447 f: 07 307 0229 e: drct@drct.co.nz [www.drct.co.nz](http://www.drct.co.nz)  
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#### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)



##### **4. Feedback on the safety section of the draft policy:**

The inclusion of safety as a priority for communities using shared spaces is important. If the community feels safe, then it adds to their well-being as they can then participate in their community.

##### **5. Feedback on the civics, democracy, and decision-making section of the draft policy:**

This section rightly emphasises inclusive participation. To enhance its impact, the policy could include a commitment to providing accessible formats for public consultation documents and council meetings. Proactively engaging with marginalised groups to amplify their voices in decision-making processes is crucial for genuine inclusivity. This could be through holding workshops on how to write submissions.

##### **6. Feedback on the 'inclusive leadership and reasonable accommodations' section:**

The focus on inclusive leadership is important. Leadership should also include mentoring programmes for underrepresented groups, fostering pathways for diverse voices in leadership roles.

##### **7. Suggestions to strengthen the policy:**

Partner with local iwi, community organisations, and disability support services to co-design initiatives.

##### **8. Additional comments:**

This policy has the potential to be a transformative framework for our district. We would recommend easy read documents as well, so more of our community can understand policies. Thank you for taking this step towards a more inclusive and equitable Whakatāne.



### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

#### Submission on Whakatāne District Council's Draft Diversity, Equity, and Inclusion (DEI) Policy

Prepared by: [REDACTED]

Email: [REDACTED]

Date: December 2024

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#### Introduction

The development of a Diversity, Equity, and Inclusion (DEI) policy by Whakatāne District Council (WDC) represents an essential step in fostering an inclusive and equitable community. This submission provides evidence-based feedback and recommendations to enhance the policy's effectiveness, particularly in addressing the needs of Māori, Pacific peoples, and other diverse groups. The feedback also emphasises future-proofing the policy to account for climate mobility and demographic changes, ensuring its relevance for years to come.

I appreciate the opportunity to submit on the **Draft Diversity, Equity, and Inclusion Policy**.

I write this submission as a minority – Pacific person, of the 31-40 age group. In its current draft form, I agree generally with the policy but do not agree that the policy sufficiently supports Pacific people.

#### Commendations

- Commitment to Accessibility:** The inclusion of Te Reo Māori and sign language translations reflects an admirable effort to make the policy accessible. Expanding these efforts to include Braille, audio formats, and Pacific languages would further enhance inclusivity.
- Integration of Equity Principles:** The policy's focus on equity is a strong foundation for addressing systemic barriers, aligning with national frameworks like Pae Ora (Healthy Futures).
- Future Orientation:** The incorporation of strategic alignment (Section 3.0) with the Te Toi Waka Whakarei Strategy and other Council objectives demonstrates a thoughtful approach to embedding DEI into broader policy frameworks.
- Recognition of Intersectionality:** The policy acknowledges intersectionality, emphasising the need to address overlapping systems of disadvantage, which is critical for achieving equitable outcomes.

#### Opportunities for Enhancement

##### 1. Explicit Recognition of Pacific Peoples

- Evidence:** Stats NZ data indicates a 30% increase in the Pacific population in the Bay of Plenty since 2018, reflecting their growing presence in the region (Stats NZ, 2023). Historically, Pacific peoples have been underrepresented in local government policies, often categorised alongside other migrant groups despite their unique cultural identity, contributions, and challenges. Additionally, many Māori-Pacific individuals have historically been identified solely as Māori, masking the visibility of Pacific communities (Tiatia-Seath, 2022).
- Recommendation:** The DEI policy should specifically name Pacific peoples as a distinct group within the policy's framework. This inclusion would acknowledge their unique needs and contributions and align with established practices, such as Auckland Council's Ara Moana Strategy and Pacific Peoples Advisory Panel, which embed Pacific priorities in local governance ([Auckland Council, n.d.](#)).
- Additional Recommendation:** Establish an advisory group with Pacific representation to ensure Pacific voices are included in policy development and implementation. This approach ensures their specific priorities are addressed and reflects their growing demographic significance in the region.

##### 2. Strengthening Representation for Māori

- Evidence:** Inclusive engagement with both mana whenua and other Māori groups is essential to respecting self-determination and Te Tiriti o Waitangi principles.

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

- **Recommendation:** Collaborate with local iwi, hapū, and broader Māori community groups to co-design representation mechanisms. This approach ensures inclusivity and respects Māori governance structures, empowering Māori communities to decide how representation should be structured.

#### 3. Equity in Accessibility

- **Evidence:** Accessibility initiatives, such as Te Reo Māori translations, align with the Local Government Act's provisions on cultural well-being. Expanding these efforts incrementally will ensure broader inclusivity without overburdening resources.
- **Recommendation:** In the implementation phase, consider adding Braille, audio recordings, and Pacific languages to the suite of accessible formats. This phased approach reflects a commitment to continuous improvement in accessibility.

#### 4. Future-Proofing the Policy

- **Evidence:** Climate mobility, population growth, and shifting demographics present long-term challenges for equity and inclusion. These trends, including the increasing Pacific population, require a forward-thinking policy framework.
- **Recommendation:** Embed future-proofing measures into the policy by prioritising flexibility and responsiveness to demographic changes. Consider aligning DEI initiatives with long-term strategies like housing, spatial planning, and food security to address emerging needs.

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### Key Health & Wellbeing Considerations

#### 1. Health Equity as a Cornerstone of Inclusion

- **Evidence:** Māori and Pacific peoples experience persistent health inequities in Aotearoa, including higher rates of chronic illnesses such as diabetes and cardiovascular disease, and lower life expectancy. These inequities are rooted in systemic factors such as access to resources, healthcare services, and culturally appropriate care (Ministry of Health, 2021).
- **Recommendation:** Embed health equity principles into the DEI policy by aligning with the Pae Ora (Healthy Futures) framework, which prioritises equitable health outcomes for all communities. Including measurable objectives that address social determinants of health, such as housing, education, and employment, will ensure the policy supports holistic community well-being.

#### 2. Addressing Social Determinants of Health

- **Evidence:** The social determinants of health, such as housing, income, and education, significantly influence individual and community health outcomes. For example, overcrowding and poor housing conditions disproportionately affect Māori and Pacific peoples, contributing to higher rates of respiratory diseases ([Te Whatu Ora, 2023](#)). Local government policies can directly impact these determinants through initiatives like spatial planning and social procurement.
  - **Recommendation:** Ensure the DEI policy aligns with other Council strategies to address these determinants, such as through inclusive housing strategies, food security initiatives, and equitable access to safe community spaces. This alignment will maximise the policy's impact on improving health outcomes for vulnerable populations.
-

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

#### Policy Alignment and Structural Recommendations

Structural Area	Current Draft Policy	Evidence	Policy Alignment Recommendation
Policy Alignment and Integration	Section 3.0 outlines connections to other policies but lacks detailed examples.	Aligning DEI with broader strategies improves policy cohesion and impact (Local Government Act, 2002).	Expand Section 3.0 to demonstrate how DEI supports the Long-Term Plan, Te Toi Waka Whakareia Strategy, Social Procurement Policy, and housing initiatives.
Appendices and Documentation	Lacks documentation of consulted communities and sources used.	Transparency in engagement builds trust and accountability (Auckland Council, 2021).	Include an appendix listing consulted groups, such as Whakatāne Accessible and Inclusive (WAI), Māori iwi, youth groups, and disability advocates.
Clarification of Representation	Limited information on which communities were consulted.	Clear representation ensures inclusive engagement (Stats NZ, 2023).	Clearly specify which groups were consulted and commit to broader engagement during implementation.
Data-Driven Decision-Making	Lacks demographic data to support objectives.	Data strengthens policy relevance (Stats NZ, 2023).	Use demographic data, such as Pacific population growth, to inform evidence-based decisions.
Implementation and Monitoring	Outlines goals but lacks steps for implementation and monitoring.	Measurable objectives improve accountability ( <a href="#">Tauranga City Council, 2024</a> ).	Include high-level goals, such as embedding DEI in housing, spatial planning, food security, and alcohol bylaws. Assign a team or individual to oversee implementation and ensure progress tracking.
Structure and Formatting	Definitions and objectives are not prominently placed.	User-friendly structures improve accessibility (Local Government Act, 2002).	Move definitions and objectives to the beginning and include hyperlinks to referenced legislation and Council policies.

#### Conclusion

WDC's DEI policy provides a strong foundation for creating a more inclusive community. By addressing the recommendations above, the policy can better serve the district's growing and diverse population, align with national and regional equity frameworks, and prepare for future challenges. WDC's leadership in this area is commendable, and we look forward to seeing its implementation contribute to a thriving, inclusive Whakatāne.

#### References

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7. Te Whatu Ora. (2023). *Addressing social determinants of health in Aotearoa*. Retrieved from <https://www.tewhātuora.govt.nz>

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

1 December 2024

**Subject: Draft Diversity, Equity and Inclusion Policy**



Thank you for the opportunity to provide feedback on the draft Diversity, Equity and Inclusion Policy (DEI Policy). The Rangitāiki Community Board (RCB) appreciate and support Council's efforts to enhance engagement with our diverse range of communities. Supporting diversity, inclusion and equity across the district aids in social cohesion and strengthened democratic engagement. The draft DEI Policy provides a good starting foundation, but we believe it could be strengthened to better address the unique needs and perspectives of rural communities like those in the RCB Ward.

We believe that it's crucial the DEI Policy ensures adequate consultation and representation of RCB communities (big and small) in decision-making processes. The Council should clarify or provide high level examples on how it will actively engage with rural residents and incorporate their input. This includes recognising and addressing the specific challenges faced by rural communities, such as access to services, digital connectivity, and transportation.

The policy should outline concrete steps to ensure equitable access to Council services for geographically dispersed rural populations. This might involve strategies to improve digital access and engagement, as well as enhancing the physical accessibility of community spaces and information hubs. For example, online engagement and Council policies should be clear, direct, concise, include referenced data, and avoid jargon. Our community playgrounds should cater to children with disabilities and multisensory engagement, pedestrian crossings being suitable for those visually impaired, and more designated accessible parking in town centres. Improving infrastructure and facilities with an inclusivity lens will be key.

The DEI Policy should also further acknowledge the intersectional barriers faced by marginalised groups in rural settings and propose targeted initiatives to support their inclusion. This might include partnering with local organisations to provide safe community spaces or means of connection, as well as investing in and provisions for rural transportation and connectivity solutions.

Equitable allocation of Council resources is another concern. The DEI Policy should include mechanisms to ensure rural communities receive a fair share of funding and support compared to urban areas. This includes considering and addressing infrastructural disparities that can hinder inclusion, such as road quality and internet



#### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

access. There's is often a sense in rural communities of being an "afterthought" for Council direction, with some groups largely disconnected or disengaged from Council.

The DEI Policy's integration of mātauranga Māori is encouraged and should reflect the specific local values, knowledge and priorities of Māori in the Rangitāiki Plains, and the wider Whakatāne District, particularly around land and environmental kaitiakitanga or stewardship. Localism and place-based approaches will be critical to ensure the policy resonates with and uplifts our unique rural identity.

The drive for localism and local engagement from LGNZ should be expanded upon to be further localised to Whakatāne District, such as methods outlined by LGNZ in their document: [\*WHIRIA TE HAPORI WHĀNUI - LOCALISM: A PRACTICAL GUIDE\*](#).

Within RCB's rohe, there are a number of longstanding community events. Over time, there has been changes to legislation increasing the complexities to continue hosting these events in and for our communities. Where it is possible, we would be encouraged to see the DEI Policy guide WDC to reduce barriers (including perceived barriers) for our communities to engage with Council to continue these place making activities for the community good. This shall increase the accessibility to uphold legislative requirements and gaining appropriate approvals while continuing to enable community wellbeing.

To promote accountability, we recommend the DEI Policy include clear metrics and feedback processes to evaluate its effectiveness in rural areas (and other areas such as neurodiversity, aged, or rainbow engagement) over time. Local leadership structures like the RCB should be empowered and resourced to help guide and monitor implementation in our community.

In summary, we're encouraged by the draft DEI Policy and see it as a positive step, it could be made more responsive to RCB's rohe by:

1. Ensuring active consultation and representation of rural communities
2. Addressing access barriers through targeted rural initiatives
3. Equitably allocating resources and addressing infrastructural disparities
4. Reflecting local Māori perspectives and knowledge
5. Empowering devolved local leadership in implementation and monitoring
6. Providing accessible infrastructure such as inclusive playgrounds, pedestrian crossings, and accessible parking
7. Reducing barriers to empower and enable community events while upholding legislative requirements.

**9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)**

RCB is happy to discuss these suggestions further or provide additional input as the DEI Policy is finalised and enacted. By working together and catering to our RCB voices, we believe we can create a more inclusive, equitable Whakatāne District for all.

**“He aha te mea nui o te ao? He tangata, he tangata, he tangata.”**

*What is the most important thing in the world? It is people, it is people, it is people.*

Nāku iti noa, nā



Ross Gardiner

Deputy Chair, Rangitāiki Community Board

### 9.4.1 Appendix A - Draft DEI Policy Submissions Received(Cont.)

#### Diversity, Equity and Inclusion Policy

#### Oral Submission – (Staff notes) – 5 Dec 2024

Dani-Loreen Hartley on behalf of - **Autism Spectrum Disorder Whakatāne, and 2e Kids**

- Acknowledged the Team for putting together the paper
- It reflects a lot around thinking about things that are inclusive
- Can't participate fully in society – their life is similar to that and is 24/7
- This paper is to enhance social cohesion to support diversity, inclusion and equity
- Think about equity
- Imagine a playground, any child or adult could participate on that playground, through equity it may not have a swing appropriate for disabled child, it might have a water feature that makes a lot of sound – can't go to heads playground because too noisy unless water is turned off – imagine that is your life
- Councils approach to enable all people to participate and make extra accommodations for the cohorts of our society facing greater barriers to participate talked a little bit about that
- Promoting Māori identity- happy to go on several marae in District even if not whakapapa, understands tikanga – a number of things that make us, us. He understands and knows when its time to stand up and waiata tautoko
- Talk about a few words will hear from disabled community – nothing about us without us – this paper brings it together
- Legislation Point 4- United Nations on Rights of People with Disabilities, UN Disability Inclusion Strategy – International Day of Disabilities 7th December coming together
- Give stats- 1 in 4 New Zealanders have ad disability, 35% of them are over 65, under 65 age group, 26% identified as being disabled.
- 50% or 2% have an intellectual disability, 50,000-80,000 and is growing
- Changed the way autism is diagnosed and is now a spectrum
- Safe community spaces and concept of supporting community led initiatives 7.7 Page 9
- Thinks this paper should be adopted by Council and should be delivered across Council
- Right across council everyone works with people, should be community led but also Council led, facilities we own and manage that should be able to be accessible and appropriate for people with disabilities.
- Safe community spaces 7.3, social interaction, something that might be missing is sensory – lights, sound, core boards – playgrounds for non-verbal adults and children where they can communicate with others through board, it has particular symbols to communicate
- Cross council decision making and budgets – if putting in or upgrading a playground, are you considering the needs of disabled to be inclusive
- I feel that diversity and inclusion are such a big subject, so huge, wonder whether it broken down just a little bit, for me talking about disability sector, others talking about diversity – just a thought, such a large topic

**9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis**

**9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis**

## 9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

### Appendix B:

## Submissions Analysis: Diversity, Equity and Inclusion Policy - Consultation Findings, Feedback, and Proposed Changes/Actions

### 1.1 Engagement Statistics

- Engagement and outreach via: Auditory Recording, Te Reo Māori Policy Translation, Sign Language Video, Multiple Cultures & Languages Video, Focus Groups and Social Networks
- 807 Total Visitors to Kōrero Mai engagement platform:
  - 614 Aware Participants,
  - 135 Informed Participants
  - 116 Visited Multiple Project Pages,
  - 142 Downloaded English Version of the Policy,
  - 32 Downloaded Te Reo Māori Version of the Policy,
  - 17 Listened to the Voice Recording,
  - 37 Visitors,
  - 21 Contributors.
- Six Written Submissions provided separately (not in the format of a Kōrero Mai Submission Form)
- Three Verbal Submissions – Two speaking to their Written Submissions

### 1.2 Submission Statistics Summary

Overall, there were 21 submitters via Kōrero Mai, six written submissions received which were not presented in the format of the submission form or entered in on the Kōrero Mai platform, and three verbal submissions presented to Council, two of which spoke to their Kōrero Mai submission, and one verbal submission taken as an independent submission.

Of the total 28 submissions received;

- 75% generally agreed with the policy, 24% generally did not agree with the policy, and 2% were unsure if they agreed with the policy.
- 64% thought the policy supported themselves and/or others, 21% did not think the policy supported themselves and/others, and 14% were unsure if the policy supported themselves and/or others.

Of those who were unsure, it is noted that the content of these submissions were predominately in support of the policy, or seeking clarification.

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

**Groups in Support:**

- Whakatāne Action Group
- Whakatāne Accessibility and Inclusion
- Sport Bay of Plenty and Parafed
- Disabilities Resource Centre
- Kerala Community Incorporated Society
- 2e Kids
- Autism Spectrum Disorder Whakatāne

1.3 Summary Thematic Analysis of All Submissions

In Support			
Section	Themes/Ideas	Specific Feedback	Suggested Actions/Changes
7.1. Education and Awareness Initiatives	Diversity encouraged through education and awareness	<i>“Education and awareness initiatives increase the understanding we have of one another, and encourage people to move into circles beyond those that look like or think like themselves.”</i>	
	Recognition of low-socioeconomic groups.	<i>“Using a DEI lens is going to help maintain awareness and needs of the community and anything that can promote a strong connection with the community is always a positive.”</i>	

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	<p>Community connections</p> <p>Provide clear and relevant information – transparency</p> <p>Dignity and Respect</p> <p>Cultural Competency</p>	<p><i>“Be transparent about the goals, processes, and outcomes of community engagement efforts by providing educational resources to help community members understand the issues and how they can contribute.”</i></p> <p><i>“We like this section, including 7.1.3 about treating everyone with dignity and respecting their rights and beliefs”</i></p> <p><i>“The focus on education and awareness is important. We recommend incorporating regular training programmes for council staff and community leaders, addressing unconscious bias and cultural competency. These initiatives should also include targeted outreach to schools and community groups to foster understanding and inclusion from an early age.”</i></p>	<p>Encourage Training and Cultural Competency</p>
<p><b>7.2. Civics, democracy, and decision-making</b></p>	<p>Knowing rights and how to vote</p> <p>Inclusion of groups into Committees and Advisory Groups</p> <p>Accessible formats for public consultation</p> <p>Regular polls for young people to encourage democracy.</p> <p>Rural representation</p>	<p><i>“Cool to see civics education included in this policy, very cool!”</i></p> <p><i>“People will feel more valued as there is an opportunity to give feedback and input into the Council’s projects.”</i></p> <p><i>“We believe that 7.2 is another important part of inclusion and believe it is important for everyone to know their rights and how to vote”</i></p> <p><i>“Inclusion of dedicated rural representatives on any DEI committees or working groups” e.g Advisory Panels</i></p> <p><i>“This section rightly emphasises inclusive participation. To enhance its impact, the policy could include a commitment to providing accessible formats for public consultation documents and council meetings. Proactively engaging with marginalised groups to amplify their voices in decision-making processes is crucial for genuine inclusivity. This could be through holding workshops on how to write submissions.”</i></p> <p><i>“We believe that it’s crucial the DEI Policy ensures adequate consultation and representation of RCB communities (big and small) in decision-making</i></p>	<p>Accessible formats for engagement</p>

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

		<i>processes. The Council should clarify or provide high level examples on how it will actively engage with rural residents and incorporate their input. This includes recognising and addressing the specific challenges faced by rural communities, such as access to services, digital connectivity, and transportation”</i>	Action plan for rural communities
<b>7.3 Safe Community Spaces</b>	<p>Education and awareness on what safety is</p> <p>Maintenance of physical environment e.g streetlights, roads, footpaths</p> <p>Safety of shared spaces</p>	<p><i>“I think the components mentioned are important and again would like to emphasise the importance of education and training in order to enable these spaces to be safe.”</i></p> <p><i>“A safe space is not created just by saying all are welcome, and it is a continuum, not just a ‘safe/not safe’ situation.”</i></p> <p><i>“Each individual has a different perception of safety, but different marginalised and minority communities will also have some shared experience and knowledge of what safety can look like, and a wider council understanding of what these things are will be essential when working to implement the DEI policy.”</i></p> <p><i>“While agreeing with this section, we would appreciate the wording in Section 7.3.3 from “Enhance our physical environment” to “Enhance and maintain our physical environment.”</i></p> <p><i>“The inclusion of safety as a priority for communities using shared spaces is important. If the community feels safe, then it adds to their well-being as they can then participate in their community.”</i></p> <p><i>“Safe community spaces 7.3, social interaction, something that might be missing is sensory – lights, sound, core boards – playgrounds for non-verbal adults and children where they can communicate with others through board, it has particular symbols to communicate”</i></p>	<p>Consider changing the wording of the policy – from enhance to enhance and maintain – consulting with internal open spaces and roading teams</p> <p>Add in clause 7.4.3 around sensory environments</p>



9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

<p><b>7.4 Accessibility</b></p>	<p>Improve communication channels – accessible information</p> <p>Digital Enablement and Service</p> <p>Accessible Playgrounds</p> <p>Partnerships for community spaces</p>	<p><i>“Ensure that information about council decisions, policies, and services is easily accessible to rural residents, using both digital and traditional methods”</i></p> <p><i>“Advocate for improved internet and digital infrastructure in rural areas to facilitate better communication and access to online services.”</i></p> <p><i>“The Easy Read translation should be considered”</i></p> <p><i>“Our community playgrounds should cater to children with disabilities and multisensory engagement, pedestrian crossings being suitable for those visually impaired, and more designated accessible parking in town centres. Improving infrastructure and facilities with an inclusivity lens will be key.”</i></p> <p><i>“This might include partnering with local organisations to provide safe community spaces or means of connection, as well as investing in and provisions for rural transportation and connectivity solutions.”</i></p>	<p>Accessible information</p> <p>We have engaged the services of People First who will translate the policy into Easy Read</p> <p>Socialise policy with Open Spaces Team</p> <p>Partnering with other organisations for community spaces</p>
<p><b>7.5 Inclusive Leadership and Reasonable Accommodations</b></p>	<p>Reasonable Accommodations lens</p> <p>Promote Inclusive Decision-Making Training and Awareness</p> <p>Inclusive Policies</p>	<p><i>“Who decides what is a reasonable accommodation, and through what lens?”</i></p> <p><i>“Encourage training for council members and staff on the unique challenges faced by rural communities, fostering a deeper understanding and empathy.”</i></p> <p><i>“Push for policies that explicitly consider the impact on rural communities, ensuring that their needs are not overlooked in broader decision-making processes”</i></p> <p><i>“The focus on inclusive leadership is important. Leadership should also include mentoring programmes for underrepresented groups, fostering pathways for diverse voices in leadership roles.”</i></p>	<p>Provided more clarification and guidance on reasonable accommodations – added ‘organisation operations where practicable’ to reasonable accommodations section.</p>

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

			Updated Reasonable Accommodations definitions
<b>General comments</b>	<p>Council co-design community-led action plans.</p> <p>Provide relocation assistance and baby steps settling services</p> <p>Supports migrants</p> <p>Provide resources, allocating funding to feel at home and provide services</p> <p>Monitor and Evaluate Progress Regular Reviews</p> <p>Change specific wording</p>	<p><i>"The material, the ideas, are there."</i></p> <p><i>"Kia ora, I'd like to applaud the Whakatāne District Council for drafting this policy and the intention behind it."</i></p> <p><i>"Interested in hearing what workplans, projects, and processes will come out of this"</i></p> <p><i>"Use the terminology 'disproportionately impacted communities' in lieu of 'minority' or 'marginalised'"</i></p> <p><i>"A more inclusive District is good for all people, not just those who experience barriers."</i></p> <p><i>"Change cohort to communities"</i></p> <p><i>"Change encouraging to enabling."</i></p> <p><i>"It looks good, thank you for this mahi; all the work that has gone into it."</i></p> <p><i>"Everything looks very well thought out and considered."</i></p> <p><i>"Nice piece of reading – putting this into real life and practice will be the test of it."</i></p> <p><i>"From attending many Council meetings in this past year we (WAG) have been made to feel that the current Diversity, Equity and Inclusion policy is working really well. Having been made to feel welcome at all times and witnessing the way the public are greeted and treated by both staff and councillors. Keep</i></p>	<p>Inform people of our next steps and action plans</p> <p>Confirm with DEI experts on usage of terminology – confirmed usage of minority and marginalised is common practise</p> <p>Policy changed accordingly</p>

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	<p>Community-led initiatives</p> <p>Standard Practice</p> <p>Review process</p>	<p><i>treating ALL people with respect, kindness and dignity, no matter their age, gender, ethnicity, gender, sexual identity, religion, or disability."</i></p> <p><i>"My congratulations to staff and councillors. With these policies in place Whakatāne could truly become a district in which everyone has a sense of belonging and acceptance and be given opportunities to contribute to their communities."</i></p> <p><i>"Support for community-led initiatives would be great."</i></p> <p><i>"I'm looking forward to seeing this policy in action in our communities and hope it becomes entrenched as standard practice for WDC. I would like to understand what circumstances the policy would be reviewed or at risk of removal. Will it be reviewed and updated regularly.? Nei rā taku mihi ki a koutou i whai kaha i tēnei kaupapa. Kua tae kē te wā. He mihi mahana tēnei ki ngā tāngata katoa i hāpai. Mauri ora."</i></p>	<p>Updated review section</p>
	<p>Increasing engagement and inclusion</p>	<p><i>"Ensure that the implementation of the DEI policy includes regular reviews and assessments of its impact on all communities especially rural."</i></p> <p><i>"Can the principle "nothing about us, without us" be included."</i></p> <p><i>"As a group representing Tāngata Whaikaha (people with a disability) and Pakeke (seniors), we endorse this excellent policy. The examples of actions the Council could take that would increase engagement with all sectors and lead to the inclusion of all are commendable. It would increase well-being and belonging for all. We congratulate Council staff for their outstanding work on this policy. If this policy is accepted and enacted, our Council would truly become a Council for all people."</i></p>	<p>Added new point 7.5.4</p> <p>Included 'nothing about us without us' principle in policy</p>
	<p>Partnerships</p>	<p><i>"Partner with local iwi, community organisations, and disability support services to co-design initiatives."</i></p>	<p>Partnering with external agencies to provide resources and allocating</p>

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	<p>Rural outreach</p> <p>Accessibility, Equity principles, Future orientation, Intersectionality</p>	<p><i>"This policy has the potential to be a transformative framework for our district. We would recommend easy read documents as well, so more of our community can understand policies. Thank you for taking this step towards a more inclusive and equitable Whakatāne."</i></p> <p><i>"Supporting diversity, inclusion and equity across the district aids in social cohesion and strengthened democratic engagement. The draft DEI Policy provides a good starting foundation, but we believe it could be strengthened to better address the unique needs and perspectives of rurally communities like those in the RCB Ward."</i></p> <p><i>"The DEI Policy should include mechanisms to ensure rural communities receive a fair share of funding and support compared to urban areas."</i></p> <p><i>"The DEI Policy's integration of mātauranga Māori is encouraged and should reflect the specific local values, knowledge and priorities of Māori in the Rangitāiki Plains, and the wider Whakatāne District, particularly around land and environmental kaitiakitanga or stewardship."</i></p> <p><i>"Localism and place-based approaches will be critical to ensure the policy resonates with and uplifts our unique rural identity."</i></p> <p><i>"The development of a Diversity, Equity, and Inclusion (DEI) policy by Whakatāne District Council (WDC) represents an essential step in fostering an inclusive and equitable community"</i></p> <p><i>"Commendations 1. Commitment to Accessibility: The inclusion of Te Reo Māori and sign language translations reflects an admirable effort to make the policy accessible. Expanding these efforts to include Braille, audio formats, and Pacific languages would further enhance inclusivity. 2. Integration of Equity Principles: The policy's focus on equity is a strong foundation for addressing systemic barriers, aligning with national frameworks like Pae Ora (Healthy Futures). 3. Future Orientation: The incorporation of strategic alignment (Section 3.0) with the Te Toi Waka Whakarei Strategy and other Council</i></p>	<p>funding e.g Welcoming Communities for Immigrants would be included in the Action Plans</p>
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9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	<p>Tangible Benefits</p> <p>Continue engagement with minority and marginalised groups</p> <p>Supporting vision</p>	<p><i>objectives demonstrates a thoughtful approach to embedding DEI into broader policy frameworks. 4. Recognition of Intersectionality: The policy acknowledges intersectionality, emphasising the need to address overlapping systems of disadvantage, which is critical for achieving equitable outcomes.”</i></p> <p><i>“Sport Bay of Plenty and Parafed Bay of Plenty are writing to support Whakatāne District Council’s draft Diversity, Equity and Inclusion Policy. We appreciate Council’s efforts and commitment to develop the policy, and in seeking further public consultation”</i></p> <p><i>“We believe the above principles provide a structured and foundational opportunity to ensure diversity, equity and inclusion is embedded throughout council processes, and in ways that – if applied to the full extent – will have tangible benefits for people and populations facing numerous barriers to participating in physical activity.</i></p> <p><i>“We also encourage Council to continue to engage with minority and marginalised groups to ensure the policy principles are reflected in practice, including during the development of future council strategies and plans.”</i></p> <p><i>“We support the vision of enhancing social cohesion, and we support the objectives of the Policy including: fostering a sense of belonging for all people in our district, involving marginalised and minority communities in Council decision making, showing empathy, compassion, and respect to our marginalised communities”</i></p>	<p>Covered in section 7.5.3</p>
<b>Do Not Support</b>			

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

Section	Themes/Ideas	Specific Feedback	Suggested Actions/Changes
7.1. Education and Awareness Initiatives	Division	<i>"This section promotes a specific worldview that may not align with the values of all residents. It risks creating a climate of division and resentment.</i>  <i>"</i>	
7.2. Civics, democracy, and decision-making	Particular groups treatment	<i>"The policy's emphasis on the needs of particular groups may undermine the democratic process, where decisions should be made based on the best interests of the community as a whole."</i>	
7.3 Safe Community Spaces	Specific Groups	<i>"The focus on creating "safe spaces" for specific groups can lead to the marginalisation of others. A truly safe community should be one where all individuals feel respected and valued."</i>	
7.4 Accessibility			
7.5 Inclusive Leadership and Reasonable Accommodations	Equality and Liberty	<i>"The policy's focus on "reasonable accommodations" and "diversity, equity, and inclusion lens" can lead to discriminatory practices and preferential treatment. I urge the Council to reject the proposed DEI policy and embrace a vision of equality and individual liberty for all."</i>	
General comments	Meritocracy arguments – based on merit rather than equity	<i>"I find the policy's focus on equity, which I interpret as an attempt to enforce equality of outcome over equality of opportunity to be inherently flawed"</i>	Education and awareness on inclusivity – Updated policy to include policy point 7.1.1

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	<p>Common sense – doesn't need to be in a policy</p> <p>No special treatment</p> <p>Include definition of consultation</p>	<p><i>"From my perspective, this policy does not support me or others who believe in a merit-based system where individuals are judged on their abilities, work ethic, and contributions rather than their demographic identities."</i></p> <p><i>"There is a section for definitions and I suggest the term 'Consultation' gets included as my recent experience has demonstrated there are different interpretations of 'consultation', how it is applied and what can result from it. Insulated consulting exclusively with minority groups alone is in itself non-inclusive and develops a biased view."</i></p> <p><i>"On the surface it appears the Policy meets its objectives BUT there are parts of it that can be interpreted as divisive and exclusive."</i></p> <p><i>"There is a considerable sector of society that makes a large contribution, yet is currently disengaged because they feel an overwhelming bias towards another sector, such that there is no point contributing because their views will be discounted because they may not be considered tangata whenua."</i></p> <p><i>"Do not agree with the concept of equity, meaning some have "more rights" or opportunities than others. Particularly non-elected positions on boards/committees or employment based on minority status rather than competence &amp; ability. Treaty assures equal rights under one law and should not be reinterpreted through a 'principles' lens."</i></p> <p><i>"It is unfair, undemocratic and against the best interests of your voter constituency to 'rate' the rights of some above others, minority, marginalised or not. Fairness and equality for all, regardless of status are concepts that have worked in democratic societies. Introducing a sliding scale rule will foreseeably cause division and inequality."</i></p> <p><i>"This is all about how we should all respect each other. I do not believe we need this marginalised to the listed group. "Is it really local government decision to be the judge on wellbeing? No, it's not Councils responsibility so</i></p>	
	<p>Not necessary</p>		

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	Equality vs Equity	<p>throw it out.” “No to council to adopt.” “Wasted our staff time.” “Not necessary.”</p> <p><i>“To the Whakatāne District Council I am writing to express my strong opposition to the proposed Diversity, Equity, and Inclusion (DEI) policy. While I understand the intent behind the policy, I believe it fundamentally misrepresents the principles of fairness and equality. The cornerstone of a just society is the principle of equality. Every individual, regardless of race, ethnicity, gender, sexual orientation, religion, or any other characteristic, deserves to be treated with equal respect and dignity. The proposed DEI policy, however, introduces a framework that could prioritise certain groups over others, leading to potential discrimination and division. The concept of "intersectionality" as outlined in the policy promotes the idea that individuals should be defined and treated based on their membership in various social groups. This approach fosters a divisive and discriminatory environment where individuals are judged not on their individual merits but on their collective identity. A truly equitable society should be one where individuals are judged based on their character, skills, and contributions, not on their race, ethnicity, or other group affiliations. The proposed DEI policy risks undermining this fundamental principle by prioritising group identity over individual merit. I urge the Council to reconsider the proposed DEI policy. Instead, I propose that the Council focus on the following core principles: Equality of Opportunity: Ensure that all individuals have equal opportunities to succeed, regardless of their background. Individual Merit: Judge individuals based on their qualifications, skills, and performance, not on their group affiliations. Colourblindness: Promote a society where individuals are not judged based on their race or ethnicity. Respect for All: Treat all individuals with respect and dignity, regardless of their beliefs or lifestyle choices. By adhering to these principles, we can create a truly inclusive and harmonious society where everyone has the chance to reach their full potential.”</i></p>	Invite Pacific People to participate in action plans
<b>Mixed Response to ‘Do you have any other suggestions that would strengthen this policy?’</b>			



9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

‘ and/or ‘Do you have any other comments you'd like to add?’			
Section	Themes/Ideas	Specific Feedback	Suggested Actions/Changes
7.1. Education and Awareness Initiatives	Wider education awareness	<i>“Education on Te Tiriti is also vital to prevent fissures in our community. There are still many who do not understand the vital role Te Tiriti can play in our future.”</i>	
7.2. Civics, democracy, and decision-making	Public engaging more people to attend council meetings/tune online and insights into why they pay rates, how Council operates, council elections.	<i>“At a time of reduced trust in both local and national government, it is vital that we increase understanding of civics and democracy in action. Citizens need to better understand and appreciate the role of Council and Councillors and the complex decisions they face as they have to weigh many competing interests and rising costs. It would be great if we could have more civics education in schools as well as in our communities. People can be empowered if they know they can have a voice.”</i>	
7.3 Safe Community Spaces	Not just physical safety	<i>“For older and disabled people safety means more than just physical safety, though accessibility is vital and the design of shared spaces is important e.g ensuing low sensory environments for people with autism. In new initiatives Council could use this policy to promote inclusion. This is especially important for those who, due to their impairment, may look or act differently from the norm who may often be subject to discrimination which keeps them isolated at home.”</i>	Updated policy point 7.3.1

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

		<i>"7.0 Policies Policy 7.3.1: "utilising our safe shared spaces for community use". The term "safe shared spaces" is ambiguous. Perhaps reword to: "Ensure our spaces shared for community use are safe"."</i>	
<b>7.4 Accessibility</b>	Accessible and Inclusive Facilities	<i>"An example relevant to my lived experience would be ensuring all people have access to bathrooms regardless of gender (staff and public) or that language used is gender neutral."</i>	
<b>7.5 Inclusive Leadership and Reasonable Accommodations</b>	Internal Employment Policies	<i>"Inclusive leadership is vital if this policy is to be truly enacted. I would like to see Council use positive discrimination to ensure that more people of marginalised groups (whether through ethnicity, gender, disability) are employed by the Council, as they bring so much community knowledge with them into their policies. I hope this policy flows into Council employment policies. Reasonable accommodations can be small things that make a big difference. And if the Council continues to consult groups like WAI, there will be cost savings. Our members have at times had to ask Council to make changes to parking areas and the like to make them truly accessible. By consulting WAI before changes are made or new crossings built later expensive changes would be unnecessary.  "I'm happy with this section as it relates to the Disability Convention and Human Rights Commission guidelines."</i>	Referred to in section 8
<b>General Comments</b>	Long feedback form – add text of the sections with the questions	<i>"The expenditure by Council, no matter how little the amount needs to be kept to the core Council services so that our less wealthy and older citizens feel they are not at risk of needing to leave this area, their homes and friends and family due to unaffordability."</i>	We have a Communication Policy in place which

9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	Hygiene considerations for older people	<p><i>"The Council has made great strides in including people and it has been heartening to see the MOU with WAI. But there are gaps, perhaps because not all Councillors and staff are aware of the need to ensure equity in all their decisions. One area in which I would like to see this enacted is the distribution of grants to community organisations."</i></p> <p><i>"No, just my appreciation of this opportunity to have a say in the development of this important document."</i></p>	<p>covers moderating hate speech</p> <p>'Council will endeavour to engage with people with lived experience of any particular kaupapa enacting 'the nothing about us without us' principle' see policy point 7.5.4</p>
	Tangata Whaiora – mental health	<p><i>"The policy needs to include people with mental health issues: tangata Whaiora." "I believe that a significant proportion of our community experience mental illness and the term tangata Whaiora is preferred. People who identify as tangata Whaiora do not identify with the term tangata Whaikaha."</i></p>	
	Internal policy awareness	<p><i>"I would like to see this superficially include internal education for staff and elected members of WDC. The policy currently doesn't appear to specify this and seems externally-focussed."</i></p>	
	Freedom of speech and from hate speech	<p><i>"Freedom of speech should not mean freedom from consequences of said speech, especially when it is targeted at marginalised communities."</i></p>	
	Homeless persons	<p><i>"Are the people with mental health issues and homeless persons on the list of people and groups in the DEI Policy, which also gives them a voice? AND are there priorities for an action plan, as well as how well this is supported in full across Council departments and the Council table, including will there be specific funds set aside to enable inclusion and diversity?"</i></p>	
	Commitment to a DEI environment with respect for all individuals	<p><i>"Yes. The draft policy demonstrates a commitment to fostering an inclusive, equitable, and diverse community within the Whakatāne District. Its focus on promoting participation and respect for all individuals is vital for the well-being of our community."</i></p> <p><i>"Yes. The policy outlines practical approaches to addressing barriers that affect marginalised groups. The emphasis on creating an environment that</i></p>	<p>Pacific peoples' aspirations to be included in relevant action plans. Action plans could include the establishment of advisory groups to Council</p>



9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	Health and Wellbeing considerations	<p><i>Include an appendix listing consulted groups, such as Whakatāne Accessible and Inclusive (WAI), Māori iwi, youth groups, and disability advocates.</i></p> <ul style="list-style-type: none"> <li>•<i>Use demographic data, such as Pacific population growth, to inform evidence based decisions.</i></li> <li>•<i>“Include high-level goals, such as embedding DEI in housing, spatial planning, food security, and alcohol bylaws. Assign a team or individual to oversee implementation and ensure progress tracking.”</i></li> <li>•<i>“Move definitions and objectives to the beginning and include hyperlinks to referenced legislation and Council policies. ”</i></li> <li>• <i>“WDC’s DEI policy provides a strong foundation for creating a more inclusive community. WDC’s leadership in this area is commendable, and we look forward to seeing its implementation contribute to a thriving, inclusive Whakatāne”</i></li> </ul> <p><i>“5.0 Definitions • Diversity: Expand the definition of diversity to refer to more than just “different social and ethnic backgrounds”. Diversity can also include inherent characteristics such as age, gender, disability, faith etc. Another important aspect of diversity in organisations and within our community is embracing diversity of opinion. A broader definition may be more helpful (eg this from Ferris State University) “Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs”. • Marginalised: We suggest the definition is modified to simply say “marginalised groups are those that are prevented from fully participating in the socioeconomic and political landscape of a society.” The rest of the definition (i.e. ... due to the interconnected impacts of colonialism, capitalism and patriarchy. These processes create.... etc), could be deleted. There are many reasons why people</i></p>	<p>Demographic data will form the basis of any action plan</p> <p>Updated section 8</p> <p>Moved definitions to the beginning of the policy</p> <p>Policy updated</p>
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9.4.2 Appendix B - DEI Policy Council Briefing Report - Submissions Analysis(Cont.)

	Amend definitions	<p><i>can be marginalised in our society, and not just those relating to colonialism, capitalism and patriarchy”</i></p> <p><i>“The document uses the term “our people” on several occasions. Presumably this is intended to mean all people in the district, but it is ambiguous and may refer to Council staff, or ratepayers and the community (or both). We suggest this wording is changed to “all people in our district” when that is what is intended.”</i></p> <p><i>“The policy would also benefit from recognising widely held values of “equal opportunity” to participate and succeed, and ensuring a level playing field so people can progress on merit. This is particularly relevant when the policy applies to procurement of Council services. Sometimes there can be a tension between equal opportunity and equity, and this tension should be embraced as a way to provide balance in our decision-making processes.”</i></p> <p><i>“The Board is in support of this policy. However, we are aware that there is a small risk that DEI policies and practices instead unwittingly cause division by using a narrow definition of diversity and placing too much emphasis on politics of identity. We believe this policy is sufficiently broad that this risk is minimised.”</i></p> <p><i>“I agree generally with the policy but do not agree that the policy sufficiently supports Pacific people.”</i></p>	Amended definitions
	Insufficient reach		<p>Be specific who we are referring to in policy and/or ‘all people in District.’</p> <p>Part of a wider conversation around merit-based and individual initiative vs. diversity, equity and inclusion.</p>

**9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)**

**9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)**

9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

# Draft Diversity, Equity and Inclusion Policy

Te Kaupapa Here Manarau, Tautika  
me te Kauawhi Hukihuki

<i>Date made:</i>	
<i>Commencement:</i>	
<i>Amendments :6<sup>th</sup> November 2024</i>	<i>Updated headings to specially created relevant Te Reo Māori terminology.</i>
<i>Next Review Date:</i>	<i>Included specially given whakataukī</i>
<i>Review Frequency:</i>	



**9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)**

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### 9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

## 1.0 Introduction - Kupu Arataki

*E koekoe te tūi, e ketekete te kākā, e kūkū te kererū*  
*There is strength in our uniqueness*

This policy provides guidance to Whakatane District Council regarding how we can enhance social cohesion through supporting diversity, inclusion and equity in our work and everyday behaviour. This policy describes Council's approach to enable all people to participate and makes extra accommodations for the cohorts of our society that face greater barriers to participation and are more likely to experience discrimination and bias.

Core to this is the understanding that we all have many facets of our identity. This is sometimes referred to as our 'intersectionality'. Through an awareness of intersectionality, we can better acknowledge the differences among us and create an environment where we all feel safe to be ourselves.

This policy is important to ensure we are engaging with a diverse range of individuals and communities, including them in decision-making, and providing equitable opportunities for groups and individuals who may have experienced discrimination and disadvantage.

This policy seeks to address systematic disadvantages and institutional structures that perpetuate inequality for marginalised and minority groups, with the intention of implementing equitable provisions to level the playing field for these groups. The policy is fundamental for Council's role in provision of services, community development, social procurement and engagement with and support for our communities.

## 2.0 Background - He tirohanga whakamuri

Early in 2024 Council signed a Memorandum of Understanding with the Whakatane-Accessible and Inclusive (WAI) group to enable a closer working relationship with, and improved understanding of, disabled people. As part of the MOU, Council promised to undertake the development of a Diversity, Equity & Inclusion (DEI) Policy.

Recent Council engagement identified gaps regarding DEI and it became evident that parts of our community were not being, or feeling, included or were receiving less service than others.

### 9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

This indicated a need to provide direction to Council on how we can enhance social cohesion through supporting diversity, equity and inclusion in our work and everyday behaviour. DEI considerations are also key to our intended social procurement outcomes.

Council staff have researched our community demographics to inform the policy and supported qualitative research regarding our migrant and minority communities in the district. Extensive pre-engagement with our communities was undertaken throughout the first half of 2024 to better understand the needs of cohorts of our society that we rarely hear from and to provide baseline information for the development of this policy.

The pre-engagement included focus groups with the following communities of interest:

- Older People / Kaumātua
- Young People / Taiohi
- Neurodivergent People /Te Hunga Kanorau ā-roro
- Rainbow Community / Hapori Takatāpui
- People with Disability / Tāngata whaikaha
- Rural People / Te Hunga Taiwhenua
- Hard to Reach Whānau Groups

We note this is not an exhaustive list and may be subject to change in the future.

## 3.0 Strategic Alignment – Tīaroaro ā-Rautaki

### Long Term Plan 2024-34

This policy is aligning and contributing to Council's Strategic Priority of enhancing the safety, wellbeing and vibrancy of our community.

### Te Toi Waka Whakareī Strategy

The Te Toi Waka Whakareī Strategy supports the Diversity, Equity and Inclusion (DEI) Policy. Te Toi Waka Whakareī strategy supports the DEI Policy to ensure that considerations are given to Mana Taurite, Mana Ōrite and Mana Motuhake. What this means, is that:

- Tāngata Māori are engaged, to varying degrees, in applying a Te Ao Māori approach and mātauranga Māori (traditional Māori knowledge) to the way they participate in all forms of social, economic, and cultural activity across the region.

### 9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

- Māori have all the rights of British citizens under Article Three of Te Tiriti o Waitangi, which guarantees' Māori freedom from discrimination and obliges the Crown to positively promote equity "...[and] to make every reasonable effort to eliminate barriers to services that may contribute to inequitable outcomes."
- Mana Ōrite, respective views will be heard, considered, and afforded equal explanatory power.
- Mana Motuhake, by Māori for Māori approach

Examples of principles in line with Mana Taurite include:

- Accessible Services – Iwi, Hapū and Whānau, regardless of gender, disability, age, sexual orientation, ethnicity, economic situation, or geographic location, have timely and equitable access to appropriate services
- Partners with Choice & Control – Iwi, Hapū and Whānau using services have their rights to make choices. Working alongside professionals improves service quality, safety, the experience of services, and the equity of outcomes. This principle can be rephrased as 'nothing about us, without us.'
- Best practice through collaboration - Appropriate services include an understanding of the lived experiences of people and whānau and shared decision making with them.

Whilst the Te Toi Waka Whakarei Strategy focuses on our Iwi, Hapū and Whānau relationships, the Relationship Work Plan that underpins this Strategy has six Strategic Focus Areas, of which two speak to this DEI Policy, and how the Te Toi Waka Whakarei Strategy supports it. Namely:

(3) Becoming an empowered organisation – The Council group works to fulfil its commitments and legal obligations to Māori under Te Tiriti o Waitangi and aims to ensure its staff can deliver Māori outcomes.

(4) Promoting Māori identity – The Council group aims to reflect and promote Māori culture and identity within the environment and to value mātauranga Māori.

#### Local Government New Zealand (LGNZ)

Local Government New Zealand (LGNZ) believes in inclusive democracy and provides resources to promote and support diversity and participation in local government. They work across five streams to positively influence local government as part of our DEI strategy such as:

### 9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

1. Embedding Te Ao Māori within the sector
2. Improving council culture and wellbeing
3. Building sector capability around cultural awareness
4. Increasing diversity of representation
5. Encouraging greater public and community engagement through storytelling and education.

This policy responds to local need and also responds to both national and international frameworks, in particular: the Local Government NZ commitment to Localism; the Ministry for Social Development Social Cohesion Framework; the NZ Bill of Rights Act (1990); and the United Nations Sustainable Development Goals (SDG5: Gender equality, SDG10: Reduced inequalities, SDG16: Peace, Justice & Strong Institutions)

## 4.0 Legislation - Ngā Ture

**Te Tiriti o Waitangi** is New Zealand's founding document. Te Tiriti requires councils to establish, maintain and improve opportunities for Māori to contribute to local government decision-making processes.

**New Zealand Bill of Rights Act 1990** protects the civil and political rights of all New Zealanders. Under this Act, everyone has the right to freedom from discrimination as outlined in the Human Rights Act 1993.

**Building Regulations 1992** contains the Building Code for which all building work in New Zealand must comply. The Building Code's access provisions ensure that people with disabilities can carry out normal activities and functions within buildings.

**Human Rights Act 1993** protects all people in New Zealand from discriminatory treatment based on personal characteristics, including religion, race, ethnicity, disability, age, and sexual orientation.

**Local Government Act 2002** requires councils to consider and promote the social, economic, environmental, and cultural well-being of communities in the present and for the future. When making decisions councils are expected to take account of the diversity of their community, the community's interests and the interests of the future community

### 9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

## 5.0 Definitions – Ngā tikanga o ngā kupu

**Council** means the Whakatāne District Council.

**Diversity** means the practice or quality of including or involving people from a range of different social and ethnic backgrounds.

**Equality** refers to the principle of treating everyone the same or providing the exact same opportunities and resources to all individuals or groups regardless of need. It focuses on uniformity and equal treatment without necessarily considering the specific needs, circumstances, or historical disadvantages that certain individuals or groups may face.

**Equity** means fairness and justice in the distribution of resources, opportunities, and privileges, taking into account the unique circumstances and needs of individuals or groups. It recognises that different individuals or groups may require different levels of support or accommodations to achieve a level playing field. Equity aims to address historical and systematic disadvantages and achieve 'equality of opportunity.'

**Inclusion** means the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or intellectual disabilities and members of other minority groups.

**Minority** refers to characteristics within a population (such as race, socioeconomic status, ability, age, gender, religious belief) that make up a smaller proportion of a population than those in the same demographic that do not identify with those characteristics.

**Marginalised** groups are those that are prevented from fully participating in the socioeconomic and political landscape of a society due to the interconnected impacts of colonialism, capitalism and patriarchy. These processes create environments that exclude people based on sexual orientation, gender, geography, ethnicity, religion, social class, or disability.

**Intersectionality** is the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Localism** is harnessing the power, knowledge, skills and views of local people to strengthen decision-making and service delivery. It develops better solutions to

### 9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

problems, fosters stronger connections and makes local places work for people. Localism can lead to more effective and efficient solutions and decisions, empowering communities to make decisions about their own development. To put local people in charge.

**Reasonable Accommodations** are adjustments made in a system to accommodate or make fair the same system for an individual based on a proven need. That need can vary. Accommodations can be religious, physical, mental or emotional, academic, or employment-related, and law often mandates them.

## 6.0 Objective – Ngā whāinga

The objectives of this policy are to:

- a) foster a sense of belonging for all our people
- b) include marginalised and minority communities in our decision-making
- c) build and maintain quality relationships with our marginalised and minority communities
- d) show empathy, compassion, and respect to our marginalised and minority communities in our district
- e) encourage an environment where our marginalised and minority communities feel safe to be themselves.

## 7.0 Policy – Te kaupapa here

Diversity, equity and inclusion are interrelated concepts which form the basis of this policy. Diversity speaks to the different individuals and groups we have in our community, inclusion refers to including said groups or individuals, and equity aims to level the playing field for such groups or individuals. The policy sections below are grouped into these principles, however they may be applicable to more than one category.

### Diversity - Manarau

Diversity encompasses a sense of belonging, celebrating our identities, and awareness and appreciation of the intersectionality of people so that the people in our communities are represented.

### **9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)**

#### **7.1. Education and Awareness Initiatives**

Council will support our communities to achieve diverse representation and honour people's identity and intersectionality by:

- 7.1.1 Supporting community-led awareness initiatives
- 7.1.2 Supporting events that celebrate peoples' identities relative to their experience
- 7.1.3 Treating everyone with dignity and respecting their rights and beliefs.

#### **Inclusion – Kauawhi**

Inclusion involves increasing both social cohesion and connection within our communities.

Council will focus on the following areas to support our people and communities of interest to feel included:

#### **7.2. Civics, democracy, and decision-making**

Council will support our people and communities to participate in decision-making by:

- 7.2.1 Providing an environment where cohorts can have their voice heard
- 7.2.2 Encouraging active participation and feedback on Council projects
- 7.2.3 Enabling increased understanding of civics and democracy and decision-making processes.

#### **7.3 Safe Community Spaces**

Council will provide spaces where our communities can feel safe by:

- 7.3.1 Utilising our safe shared spaces for community use
- 7.3.2 Enabling an environment where our people are safe to be themselves
- 7.3.3 Enhance our physical environment to accommodate all accessibilities.

#### **Equity - Tautika**

Equity identifies how we can meet the needs of our community in an equitable way by removing barriers and advocating for equal opportunities. An equitable society ensures justice and peace within our communities.

Council will focus on the following areas to promote equity across our district:



### 9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)

#### 7.4 Accessibility

Council will prioritise ease of access for our people by:

- 7.4.1 Enabling an environment where our people are safe to be themselves
- 7.4.2 Ensuring easy access to Council services and providing information in formats that suit the needs and preferences of our residents
- 7.4.3 Utilising inclusive and/or universal design principles to remove barriers to access to physical spaces, information, and participation.

#### 7.5 Inclusive Leadership and Reasonable Accommodations

Council will demonstrate inclusive leadership by:

- 7.5.1 Increasing awareness and understanding of reasonable accommodations so that equitable provisions consider the needs of all parties
- 7.5.2 Enacting reasonable accommodations in our internal Diversity, Equity and Inclusion Policy
- 7.5.3 Using a diversity, equity, and inclusion lens to inform decision-making to avoid discrimination, promote inclusion, and increase fairness in the district, wherever possible.

## 8.0 Accountability and Implementation – Ngā haepapa

Whakatāne District Council is responsible for the application, monitoring, and review of this policy.

This external policy applies to the procurement, management, and delivery of Council services. We expect all elected members, employees, volunteers and third parties/contractors carrying out work on behalf of the Council to comply with this policy.

We will support the development of any community-led action plans that follow from this document to support the implementation of this policy.

This policy will inform Whakatāne District Council's internal diversity, equity and inclusion policy and operational procedures of Council.

**9.4.3 Appendix C Draft Diversity, Equity and Inclusion Policy (As Consulted on)(Cont.)**

By implementing this policy, it is hoped that other businesses and organisations will be encouraged to consider implementing Diversity, Equity and Inclusion principles in their practises.

## 9.0 Review - Te Arotake

Council will monitor the effectiveness of the policy on an ongoing basis and review the policy every five years.

**9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes**

**9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes**

9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

# Draft Diversity, Equity and Inclusion Policy

Te Kaupapa Here Manarau, Tautika  
me te Kauawhi Hukihuki

Date made:	
Commencement:	
Amendments :	
Next Review Date:	
Review Frequency:	

**9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)**

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#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

## 1.0 Introduction - Kupu Arataki

*E koekoe te tūī, e ketekete te kākā, e kūkū te kererū*  
*There is strength in our uniqueness*

This policy provides guidance to Whakatane District Council regarding how we can enhance social cohesion through supporting diversity, inclusion and equity in our work and everyday behaviour. This policy describes Council's approach to enable all people to participate and makes extra accommodations for ~~the cohort~~ those in our society ~~who~~ that face greater barriers to participation and are more likely to experience discrimination and bias.

Core to this is the understanding that we all have many facets of our identity. This is sometimes referred to as our 'intersectionality'. Through an awareness of intersectionality, we can better acknowledge the differences among us and create an environment where we all feel safe to be ourselves.

This policy is important to ensure we are engaging with a diverse range of individuals and communities, including them in decision-making, and providing equitable opportunities for groups and individuals who may have experienced discrimination and disadvantage.

This policy seeks to address systematic disadvantages and institutional structures that perpetuate inequality for marginalised and minority groups, with the intention of implementing equitable provisions to level the playing field for these groups. The policy is fundamental for Council's role in provision of services, community development, social procurement and engagement with and support for our communities.

## 2.0 Background - He tirohanga whakamuri

Early in 2024 Council signed a Memorandum of Understanding with the Whakatane-Accessible and Inclusive (WAI) group to enable a closer working relationship with, and improved understanding of, disabled people. As part of the MOU, Council promised to undertake the development of a Diversity, Equity & Inclusion (DEI) Policy.

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

Recent Council engagement identified gaps regarding DEI and it became evident that parts of our community were not being, or feeling, included or were receiving less service than others.

This indicated a need to provide direction to Council on how we can enhance social cohesion through supporting diversity, equity and inclusion in our work and everyday behaviour. DEI considerations are also key to our intended social procurement outcomes.

Council staff have researched our community demographics to inform the policy and supported qualitative research regarding our migrant and minority communities in the district. Extensive pre-engagement with our communities was undertaken throughout the first half of 2024 to better understand the needs of those in our society who ~~of cohorts of our society that~~ we rarely hear from and to provide baseline information for the development of this policy.

The pre-engagement included facilitating focus sessions with a wide range of groups as listed below:

- Older People / Kaumātua
- Young People / Taiohi
- Neurodivergent People / Te Hunga Kanorau ā-roro
- Rainbow Community / Hapori Takatāpui
- ~~People with Disability~~ Disabled People / Tāngata whaikaha
- Rural People / Te Hunga Taiwhenua
- Hard to Reach Whānau Groups

We note that this is not an exhaustive list of 'communities of interest' in our District, and may be subject to change in the future.

### 3.0 Strategic Alignment – Tīaroaro ā-Rautaki

#### Long Term Plan 2024-34

This policy is aligning and contributing to Council's Strategic Priority of enhancing the safety, wellbeing and vibrancy of our community.

#### Te Toi Waka Whakarei Strategy

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

The Te Toi Waka Whakareī Strategy supports the Diversity, Equity and Inclusion (DEI) Policy. Te Toi Waka Whakareī strategy supports the DEI Policy to ensure that considerations are given to Mana Taurite, Mana Ōrite and Mana Motuhake. ~~What this means, is~~ The Strategy states that:

- Tāngata Māori are engaged, to varying degrees, in applying a Te Ao Māori approach and mātauranga Māori (traditional Māori knowledge) to the way they participate in all forms of social, economic, and cultural activity across the region.
- Māori have all the rights of British citizens under Article Three of Te Tiriti o Waitangi, which guarantees<sup>2</sup> Māori freedom from discrimination and obliges the Crown to positively promote equity "...[and] to make every reasonable effort to eliminate barriers to services that may contribute to inequitable outcomes."
- Mana Ōrite, respective views will be heard, considered, and afforded equal explanatory power.
- Mana Motuhake, by Māori for Māori approach

Examples of principles in line with Mana Taurite include:

- Accessible Services – Iwi, Hapū and Whānau, regardless of gender, disability, age, sexual orientation, ethnicity, economic situation, or geographic location, have timely and equitable access to appropriate services
- Partners with Choice ~~and~~ Control – Iwi, Hapū and Whānau using services have their ~~rights~~ to make choices. Working alongside professionals improves service quality, safety, the experience of services, and the equity of outcomes. This principle can be rephrased as 'nothing about us, without us.'
- Best practice through collaboration - Appropriate services include an understanding of the lived experiences of people and whānau and shared decision making with them.

Whilst the Te Toi Waka Whakareī Strategy focuses on our Iwi, Hapū and Whānau relationships, the Relationship Work Plan that underpins this Strategy has six Strategic Focus Areas, of which two speak to this DEI Policy, and how the Te Toi Waka Whakareī Strategy supports it. Namely:



#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

(3) Becoming an empowered organisation – The Council group works to fulfil its commitments and legal obligations to Māori under Te Tiriti o Waitangi and aims to ensure its staff can deliver Māori outcomes.

(4) Promoting Māori identity – The Council group aims to reflect and promote Māori culture and identity within the environment and to value mātauranga Māori.

##### Local Government New Zealand (LGNZ)

Local Government New Zealand (LGNZ) believes in inclusive democracy and provides resources to promote and support diversity and participation in local government. ~~They~~LGNZ works across five streams to positively influence local government as part of our DEI strategy such as:

1. Embedding Te Ao Māori within the sector
2. Improving council culture and wellbeing
3. Building sector capability around cultural awareness
4. Increasing diversity of representation
5. Encouraging greater public and community engagement through storytelling and education.

This policy responds to local need and also responds to both national and international frameworks, in particular: the Local Government NZ commitment to Localism; the Ministry for Social Development Social Cohesion Framework; the NZ Bill of Rights Act (1990); and the United Nations Sustainable Development Goals (SDG5: Gender equality, SDG10: Reduced inequalities, SDG16: Peace, Justice & Strong Institutions)

## 4.0 Legislation - Ngā Ture

**Te Tiriti o Waitangi** is New Zealand's founding document. Te Tiriti requires councils to establish, maintain and improve opportunities for Māori to contribute to local government decision-making processes.

**New Zealand Bill of Rights Act 1990** protects the civil and political rights of all New Zealanders. Under this Act, everyone has the right to freedom from discrimination as outlined in the Human Rights Act 1993.

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

**Building Regulations 1992** contains the Building Code for which all building work in New Zealand must comply. The Building Code's access provisions ensure that people with disabilities can carry out normal activities and functions within buildings.

**Human Rights Act 1993** protects all people in New Zealand from discriminatory treatment based on personal characteristics, including religion, race, ethnicity, disability, age, and sexual orientation.

**Local Government Act 2002** requires councils to consider and promote the social, economic, environmental, and cultural well-being of communities in the present and for the future. When making decisions councils are expected to take account of the diversity of their community, the community's interests and the interests of the future community.

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

## 5.0 Definitions – Ngā tikanga o ngā kupu

**Communities of Interest** refers to groups of people who share common characteristics, experiences, or needs that shape their collective identity and require specific attention to ensure equity and inclusion. These communities may be defined by factors not limited to race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

**Council** means ~~the~~ Whakatāne District Council.

**Diversity** in the context of this policy, speaks to the practice or quality of including or involving people from a range of different backgrounds including but not limited to race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs. ~~means the practice or quality of including or involving people from a range of different social and ethnic backgrounds.~~

**Equality** refers to the principle of treating everyone the same or providing the exact same opportunities and resources to all individuals or groups regardless of need. It focuses on uniformity and equal treatment without necessarily considering the specific needs, circumstances, or historical disadvantages that certain individuals or groups may face.

**Equity** means fairness and justice in the distribution of resources, opportunities, and privileges, taking into account the unique circumstances and needs of individuals or groups. It recognises that different individuals or groups may require different levels of support or accommodations to achieve a level playing field. Equity aims to address historical and systematic disadvantages and achieve 'equality of opportunity.'

**Inclusion** means the practice or policy of providing ~~equal~~ equitable access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or intellectual disabilities and members of other minority groups.

**Minority** refers to characteristics within a population (such as race, socioeconomic status, ability, age, gender, religious belief) that make up a smaller proportion of a

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

population than those in the same demographic that do not identify with those characteristics. [These groups are more likely to be disproportionately impacted](#)

**Marginalised** groups are those that are prevented from fully participating in the socioeconomic and political landscape of a society due to the interconnected impacts of colonialism, capitalism and patriarchy. These processes [can sometimes](#) create environments that exclude people based on sexual orientation, gender, geography, ethnicity, religion, social class, or disability. [These groups are more likely to be disproportionately impacted](#)

**Intersectionality** is the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Localism** is harnessing the power, knowledge, skills and views of local people to strengthen decision-making and service delivery. It develops better solutions to problems, fosters stronger connections and makes local places work for people. [When done well](#), localism can lead to more effective and efficient solutions and decisions, empowering communities to make decisions about their own development. To put local people in charge.

[Nothing About Us Without Us as a principle emerged from the disability rights movement but has been widely adopted by marginalised and minority groups when advocating for equitable opportunities. This principle emphasises that no decisions should be made about a group of people without their active involvement in the decision-making process.](#)

**Reasonable Accommodations** are adjustments made, by mutual agreement, in a system to accommodate or make fair the same system for an individual based on a proven need. That need can vary. Accommodations can be religious, physical, mental or emotional, academic, or employment-related, and law often mandates them.

## 6.0 Objective – Ngā whāinga

The objectives of this policy are to:

- a) Foster a sense of belonging for all [people in our District our people](#)
- b) Include marginalised and [/or](#) minority communities in our decision-making

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

- c) Build and maintain quality relationships with ~~our~~-marginalised and/or minority communities
- d) Show empathy, compassion, and respect to ~~our~~-marginalised and/or minority communities in our district
- e) Encourage an environment where ~~our~~-marginalised and/or minority communities feel safe to be themselves.

## 7.0 Policy – Te kaupapa here

Diversity, equity and inclusion are interrelated concepts which form the basis of this policy. Diversity speaks to the different individuals and groups we have in our community, inclusion refers to including said groups or individuals, and equity aims to level the playing field for such groups or individuals. The policy sections below are grouped into these principles, however they may be applicable to more than one category-

### Diversity - Manarau

Diversity encompasses a sense of belonging, celebrating our identities, and awareness and appreciation of the intersectionality of people so that the people in our communities are represented.

#### 7.1. Education and Awareness Initiatives

Council will support our communities to achieve diverse representation and honour people's identity and intersectionality by:

7.1.1 Building understanding of Diversity, Equity and Inclusion in our communities

7.1.1.1.2 Supporting community-led awareness initiatives

7.1.1.2.1.3 Supporting events that celebrate people's and communities' identities relative to their experience

7.1.1.3.1.4 Treating everyone with dignity and respecting their rights and beliefs.

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

### Inclusion – Kauawhi

Inclusion involves increasing both social cohesion and connection within our communities.

Council will focus on the following areas to support ~~our people~~the people of our district and communities of interest to feel included:

#### 7.2. Civics, democracy, and decision-making

Council will support ~~our~~ people and communities to participate in decision-making by:

- 7.2.1 Providing an environment where communities cohorts can can have their voice heard
- 7.2.2 Encouraging active participation and feedback on Council projects
- 7.2.3 Enabling increased understanding of civics and democracy and decision-making processes.

#### 7.3 Safe Community Spaces

Council will provide spaces where our communities can feel safe by:

- 7.3.1 Ensuring Council spaces are available for the community to use in a safe way  
~~Utilising our safe shared spaces for community use~~
- 7.3.2 Enabling an environment where all the people of our district ~~our people~~ are safe to be themselves
- 7.3.3 Enhance and maintain our physical environment to accommodate all accessibilities.

### Equity - Tautika

Equity identifies how we can meet the needs of our community in an equitable way by removing barriers and advocating for equal opportunities. An equitable society ensures justice and peace within our communities.

Council will focus on the following areas to promote equity across our district:

#### 7.4 Accessibility

Council will prioritise ease of access for all people in our District ~~our people~~ by:

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

~~7.4.1 Enabling an environment where our people are safe to be themselves~~

~~7.4.2~~ 7.4.1 Ensuring easy access to Council services and providing information in formats that suit the needs and preferences of our residents

7.4.2 Utilising inclusive and/or universal design principles to remove barriers to access to physical spaces, information, and participation.

7.4.3 Providing opportunities for accessible sensory environments and equipment

#### 7.5 Inclusive Leadership and Reasonable Accommodations

Council will demonstrate inclusive leadership by:

7.5.1 Increasing awareness and understanding of reasonable accommodations so that equitable provisions consider the needs of all parties

7.5.2 Enacting reasonable accommodations in both our internal Diversity, Equity and Inclusion Policy and organisational operations where practicable

7.5.3 Using a diversity, equity, and inclusion lens to inform decision-making to avoid discrimination, promote inclusion, and increase fairness in the district, wherever possible

7.5.4 Applying the 'Nothing About Us Without Us' principle.

## 8.0 Accountability and Implementation – Ngā haepapa

Whakatāne District Council is responsible for the application, monitoring, and review of this policy.

This external policy ~~applies to~~ applies will inform to the procurement, management, and delivery of Council services. It will also inform the development of relevant Council plans and strategies. We expect all elected members, employees, volunteers and third parties/contractors carrying out work on behalf of the Council to comply with this policy.

We will support the development of any community-led action plans that follow from this document to support the implementation of this policy.

This policy will inform Whakatāne District Council's internal diversity, equity and inclusion policy and operational procedures of Council.

#### 9.4.4 Appendix D Revised Diversity Equity and Inclusion Policy - Track changes(Cont.)

By implementing this policy, it is hoped that other businesses and organisations will be encouraged to consider implementing Diversity, Equity and Inclusion principles in their practises.

### 9.0 Review - Te Arotake

~~Council will monitor the effectiveness of this policy on an ongoing basis and review the policy every five years.~~

Council will monitor the effectiveness of the policy through evaluation and reporting mechanisms, with a formal review undertaken every five years.



**9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes**

**9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes**

**9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)**

# Draft Diversity, Equity and Inclusion Policy

Te Kaupapa Here Manarau, Tautika  
me te Kauawhi Hukihuki

Date made:	
Commencement:	
Amendments :	
Next Review Date:	
Review Frequency:	

**9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)**

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## 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

### 1.0 Introduction - Kupu Arataki

*E koekoe te tūi, e ketekete te kākā, e kūkū te kererū*  
*There is strength in our uniqueness*

This policy provides guidance to Whakatane District Council regarding how we can enhance social cohesion through supporting diversity, inclusion and equity in our work and everyday behaviour. This policy describes Council's approach to enable all people to participate and makes extra accommodations for those in our society who face greater barriers to participation and are more likely to experience discrimination and bias.

Core to this is the understanding that we all have many facets of our identity. This is sometimes referred to as our 'intersectionality'. Through an awareness of intersectionality, we can better acknowledge the differences among us and create an environment where we all feel safe to be ourselves.

This policy is important to ensure we are engaging with a diverse range of individuals and communities, including them in decision-making, and providing equitable opportunities for groups and individuals who may have experienced discrimination and disadvantage.

This policy seeks to address systematic disadvantages and institutional structures that perpetuate inequality for marginalised and minority groups, with the intention of implementing equitable provisions to level the playing field for these groups. The policy is fundamental for Council's role in provision of services, community development, social procurement and engagement with and support for our communities.

### 2.0 Background - He tirohanga whakamuri

Early in 2024 Council signed a Memorandum of Understanding with the Whakatane-Accessible and Inclusive (WAI) group to enable a closer working relationship with, and improved understanding of, disabled people. As part of the MOU, Council promised to undertake the development of a Diversity, Equity & Inclusion (DEI) Policy.

### 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

Recent Council engagement identified gaps regarding DEI and it became evident that parts of our community were not being, or feeling, included or were receiving less service than others.

This indicated a need to provide direction to Council on how we can enhance social cohesion through supporting diversity, equity and inclusion in our work and everyday behaviour. DEI considerations are also key to our intended social procurement outcomes.

Council staff have researched our community demographics to inform the policy and supported qualitative research regarding our migrant and minority communities in the district. Extensive pre-engagement with our communities was undertaken throughout the first half of 2024 to better understand the needs of those in our society who t rarely hear from and to provide baseline information for the development of this policy.

The pre-engagement included facilitating focus sessions with a wide range of groups as listed below:

- Older People / Kaumātua
- Young People / Taiohi
- Neurodivergent People /Te Hunga Kanorau ā-roro
- Rainbow Community / Hapori Takatāpui
- Disabled People / Tāngata whaikaha
- Rural People / Te Hunga Taiwhenua
- Hard to Reach Whānau Groups

We note that this is not an exhaustive list of 'communities of interest' in our District.

## 3.0 Strategic Alignment – Tīaroaro ā-Rautaki

### Long Term Plan 2024-34

This policy is aligning and contributing to Council's Strategic Priority of enhancing the safety, wellbeing and vibrancy of our community.

### Te Toi Waka Whakarei Strategy

#### 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

The Te Toi Waka Whakareī Strategy supports the Diversity, Equity and Inclusion (DEI) Policy. Te Toi Waka Whakareī strategy supports the DEI Policy to ensure that considerations are given to Mana Taurite, Mana Ōrite and Mana Motuhake. The Strategy states that:

- Tāngata Māori are engaged, to varying degrees, in applying a Te Ao Māori approach and mātauranga Māori (traditional Māori knowledge) to the way they participate in all forms of social, economic, and cultural activity across the region.
- Māori have all the rights of British citizens under Article Three of Te Tiriti o Waitangi, which guarantees Māori freedom from discrimination and obliges the Crown to positively promote equity "...[and] to make every reasonable effort to eliminate barriers to services that may contribute to inequitable outcomes."
- Mana Ōrite, respective views will be heard, considered, and afforded equal explanatory power.
- Mana Motuhake, by Māori for Māori approach

Examples of principles in line with Mana Taurite include:

- Accessible Services – Iwi, Hapū and Whānau, regardless of gender, disability, age, sexual orientation, ethnicity, economic situation, or geographic location, have timely and equitable access to appropriate services
- Partners with Choice and Control – Iwi, Hapū and Whānau using services have their right to make choices. Working alongside professionals improves service quality, safety, the experience of services, and the equity of outcomes. This principle can be rephrased as 'nothing about us, without us.'
- Best practice through collaboration - Appropriate services include an understanding of the lived experiences of people and whānau and shared decision making with them.

Whilst the Te Toi Waka Whakareī Strategy focuses on our Iwi, Hapū and Whānau relationships, the Relationship Work Plan that underpins this Strategy has six Strategic Focus Areas, of which two speak to this DEI Policy, and how the Te Toi Waka Whakareī Strategy supports it. Namely:

### 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

(3) Becoming an empowered organisation – The Council group works to fulfil its commitments and legal obligations to Māori under Te Tiriti o Waitangi and aims to ensure its staff can deliver Māori outcomes.

(4) Promoting Māori identity – The Council group aims to reflect and promote Māori culture and identity within the environment and to value mātauranga Māori.

#### Local Government New Zealand (LGNZ)

Local Government New Zealand (LGNZ) believes in inclusive democracy and provides resources to promote and support diversity and participation in local government. LGNZ works across five streams to positively influence local government as part of our DEI strategy such as:

1. Embedding Te Ao Māori within the sector
2. Improving council culture and wellbeing
3. Building sector capability around cultural awareness
4. Increasing diversity of representation
5. Encouraging greater public and community engagement through storytelling and education.

This policy responds to local need and also responds to both national and international frameworks, in particular: the Local Government NZ commitment to Localism; the Ministry for Social Development Social Cohesion Framework; the NZ Bill of Rights Act (1990); and the United Nations Sustainable Development Goals (SDG5: Gender equality, SDG10: Reduced inequalities, SDG16: Peace, Justice & Strong Institutions)

## 4.0 Legislation - Ngā Ture

**Te Tiriti o Waitangi** is New Zealand's founding document. Te Tiriti requires councils to establish, maintain and improve opportunities for Māori to contribute to local government decision-making processes.

**New Zealand Bill of Rights Act 1990** protects the civil and political rights of all New Zealanders. Under this Act, everyone has the right to freedom from discrimination as outlined in the Human Rights Act 1993.

### 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

**Building Regulations 1992** contains the Building Code for which all building work in New Zealand must comply. The Building Code's access provisions ensure that people with disabilities can carry out normal activities and functions within buildings.

**Human Rights Act 1993** protects all people in New Zealand from discriminatory treatment based on personal characteristics, including religion, race, ethnicity, disability, age, and sexual orientation.

**5.0 Local Government Act 2002** requires councils to consider and promote the social, economic, environmental, and cultural well-being of communities in the present and for the future. When making decisions councils are expected to take account of the diversity of their community, the community's interests and the interests of the future community. **Definitions – Ngā tikanga o ngā kupu**

**Communities of Interest** refers to groups of people who share common characteristics, experiences, or needs that shape their collective identity and require specific attention to ensure equity and inclusion. These communities may be defined by factors not limited to race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

**Council** means Whakatāne District Council.

**Diversity** in the context of this policy, speaks to the practice or quality of including or involving people from a range of different backgrounds including but not limited to race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

**Equality** refers to the principle of treating everyone the same or providing the exact same opportunities and resources to all individuals or groups regardless of need. It focuses on uniformity and equal treatment without necessarily considering the specific needs, circumstances, or historical disadvantages that certain individuals or groups may face.

**Equity** means fairness and justice in the distribution of resources, opportunities, and privileges, taking into account the unique circumstances and needs of individuals or groups. It recognises that different individuals or groups may require different levels of



#### 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

support or accommodations to achieve a level playing field. Equity aims to address historical and systematic disadvantages and achieve 'equality of opportunity.'

**Inclusion** means the practice or policy of providing equitable access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or intellectual disabilities and members of other minority groups.

**Minority** refers to characteristics within a population (such as race, socioeconomic status, ability, age, gender, religious belief) that make up a smaller proportion of a population than those in the same demographic that do not identify with those characteristics. These groups are more likely to be disproportionately impacted

**Marginalised** groups are those that are prevented from fully participating in the socioeconomic and political landscape of a society due to the interconnected impacts of colonialism, capitalism and patriarchy. These processes can sometimes create environments that exclude people based on sexual orientation, gender, geography, ethnicity, religion, social class, or disability. These groups are more likely to be disproportionately impacted

**Intersectionality** is the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Localism** is harnessing the power, knowledge, skills and views of local people to strengthen decision-making and service delivery. It develops better solutions to problems, fosters stronger connections and makes local places work for people. When done well, localism can lead to more effective and efficient solutions and decisions, empowering communities to make decisions about their own development. To put local people in charge. **Nothing About Us Without Us** as a principle emerged from the disability rights movement but has been widely adopted by marginalised and minority groups when advocating for equitable opportunities. This principle emphasises that no decisions should be made about a group of people without their active involvement in the decision-making process.

**Reasonable Accommodations** are adjustments made, by mutual agreement, in a system to accommodate or make fair the same system for an individual based on a proven need. That need can vary. Accommodations can be religious, physical, mental or emotional, academic, or employment-related, and law often mandates them.

## 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

### 6.0 Objective – Ngā whāinga

The objectives of this policy are to:

- a) Foster a sense of belonging for all people in our District
- b) Include marginalised and/or minority communities in our decision-making
- c) Build and maintain quality relationships with marginalised and/or minority communities
- d) Show empathy, compassion, and respect to marginalised and/or minority communities in our district
- e) Encourage an environment where marginalised and/or minority communities feel safe to be themselves.

### 7.0 Policy – Te kaupapa here

Diversity, equity and inclusion are interrelated concepts which form the basis of this policy. Diversity speaks to the different individuals and groups we have in our community, inclusion refers to including said groups or individuals, and equity aims to level the playing field for such groups or individuals. The policy sections below are grouped into these principles, however they may be applicable to more than one category.

#### Diversity - Manarau

Diversity encompasses a sense of belonging, celebrating our identities, and awareness and appreciation of the intersectionality of people so that the people in our communities are represented.

#### 7.1. Education and Awareness Initiatives

Council will support our communities to achieve diverse representation and honour people's identity and intersectionality by:

- 7.1.1 Building understanding of Diversity, Equity and Inclusion in our communities
- 7.1.2 Supporting community-led awareness initiatives
- 7.1.3 Supporting events that celebrate people's and communities' identities relative to their experience
- 7.1.4 Treating everyone with dignity and respecting their rights and beliefs.

## 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

### Inclusion – Kauawhi

Inclusion involves increasing both social cohesion and connection within our communities.

Council will focus on the following areas to support the people of our district and communities of interest to feel included:

#### 7.2. Civics, democracy, and decision-making

Council will support people and communities to participate in decision-making by:

- 7.2.1 Providing an environment where communities can have their voice heard
- 7.2.2 Encouraging active participation and feedback on Council projects
- 7.2.3 Enabling increased understanding of civics and democracy and decision-making processes.

#### 7.3 Safe Community Spaces

Council will provide spaces where our communities can feel safe by:

- 7.3.1 Ensuring Council spaces are available for the community to use in a safe way
- 7.3.2 Enabling an environment where all the people of our district are safe to be themselves
- 7.3.3 Enhance and maintain our physical environment to accommodate all accessibilities.

### Equity - Tautika

Equity identifies how we can meet the needs of our community in an equitable way by removing barriers and advocating for equal opportunities. An equitable society ensures justice and peace within our communities.

Council will focus on the following areas to promote equity across our district:

#### 7.4 Accessibility

### 9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)

Council will prioritise ease of access for all people in our District by:

- 7.4.1 Ensuring easy access to Council services and providing information in formats that suit the needs and preferences of our residents
- 7.4.2 Utilising inclusive and/or universal design principles to remove barriers to access to physical spaces, information, and participation.
- 7.4.3 Providing opportunities for accessible sensory environments and equipment

#### 7.5 Inclusive Leadership and Reasonable Accommodations

Council will demonstrate inclusive leadership by:

- 7.5.1 Increasing awareness and understanding of reasonable accommodations so that equitable provisions consider the needs of all parties
- 7.5.2 Enacting reasonable accommodations in both our internal Diversity, Equity and Inclusion Policy and organisational operations where practicable
- 7.5.3 Using a diversity, equity, and inclusion lens to inform decision-making to avoid discrimination, promote inclusion, and increase fairness in the district, wherever possible
- 7.5.4 Applying the 'Nothing About Us Without Us' principle.

## 8.0 Accountability and Implementation – Ngā haepapa

Whakatāne District Council is responsible for the application, monitoring, and review of this policy.

This external policy applies to the procurement, management, and delivery of Council services. It will also inform the development of relevant Council plans and strategies. We expect all elected members, employees, volunteers and third parties/contractors carrying out work on behalf of the Council to comply with this policy.

We will support the development of any community-led action plans that follow from this document to support the implementation of this policy.

This policy will inform Whakatāne District Council's internal diversity, equity and inclusion policy and operational procedures of Council.

**9.4.5 Appendix E Revised Diversity Equity and Inclusion Policy - Clean Copy of Track changes(Cont.)**

By implementing this policy, it is hoped that other businesses and organisations will be encouraged to consider implementing Diversity, Equity and Inclusion principles in their practises.

## 9.0 Review - Te Arotake

Council will monitor the effectiveness of the policy through evaluation and reporting mechanisms, with a formal review undertaken every five years.

## 10 Resolution to Exclude the Public - *Whakataunga kia awere te marea*

### 10 Resolution to Exclude the Public - *Whakataunga kia awere te marea*

THAT the public be **excluded** from the following parts of the proceedings of this Living Together Committee meeting, namely:

1. Confirmation of Living Together Committee Public Excluded Minutes 14 November 2024
2. Tourism Bay of Plenty Report

The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

	<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Ground(s) under section 48(1) for the passing of this resolution</b>
1.	Confirmation of Living Together Committee Public Excluded Minute 14 November 2024	Good reason to withhold exists under Section 7.	That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists. Section 48(1)(a)
2	Tourism Bay of Plenty Report	Good reason to withhold exists under Section 7.	That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists. Section 48(1)(a)

This resolution is made in reliance on sections 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 7 of that Act, which would be prejudiced by the holding of the relevant part of the proceedings of the meeting in public are as follows:

<b>Item No</b>	<b>Interest</b>
1	Enable Councils to carry out, without prejudice or disadvantage, commercial activities Section 7(2)(h)
2	Enables Council to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiation Section 7(2)(i))

**10 Resolution to Exclude the Public - *Whakataunga kia awere te marea*(Cont.)**

**1 Confirmation of Minutes - *Te whakaaetanga o ngā meneti o te hui***

**1 Confirmation of Minutes - *Te whakaaetanga o ngā meneti o te hui***

1.1 Public Excluded Minutes Living Together Committee – 14 November 2024

**2 Reports - *Ngā Pūrongo***

2.1 Tourism Bay of Plenty Funding