Gore District Welcome Plan

2021-2026

The plan has been developed by Gore District Council with the newcomer community within the District in partnership with International Connect Group, Welcoming Communities, and Department of Immigration New Zealand.

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"I am often asked what people can do to become a good global citizen? I reply that it begins in your local community"

Kofi Annan

Introduction

The Gore district has seen an increased number of people move to the region mainly in search of job opportunities, a better work life balance or more affordable housing options. Moving to a new area can be a challenge for many people, and these challenges felt by newcomers are further amplified by language or cultural barriers, negative perceptions towards newcomers, and a potential lack of mechanisms or tools to help newcomers integrate into the community.

Recently, Gore District Council has undertaken several initiatives to assist newcomers better integrate into the Gore district community as well as initiatives to assist the Gore district community to welcome these newcomers.

What Gore District Council and community have done so far:

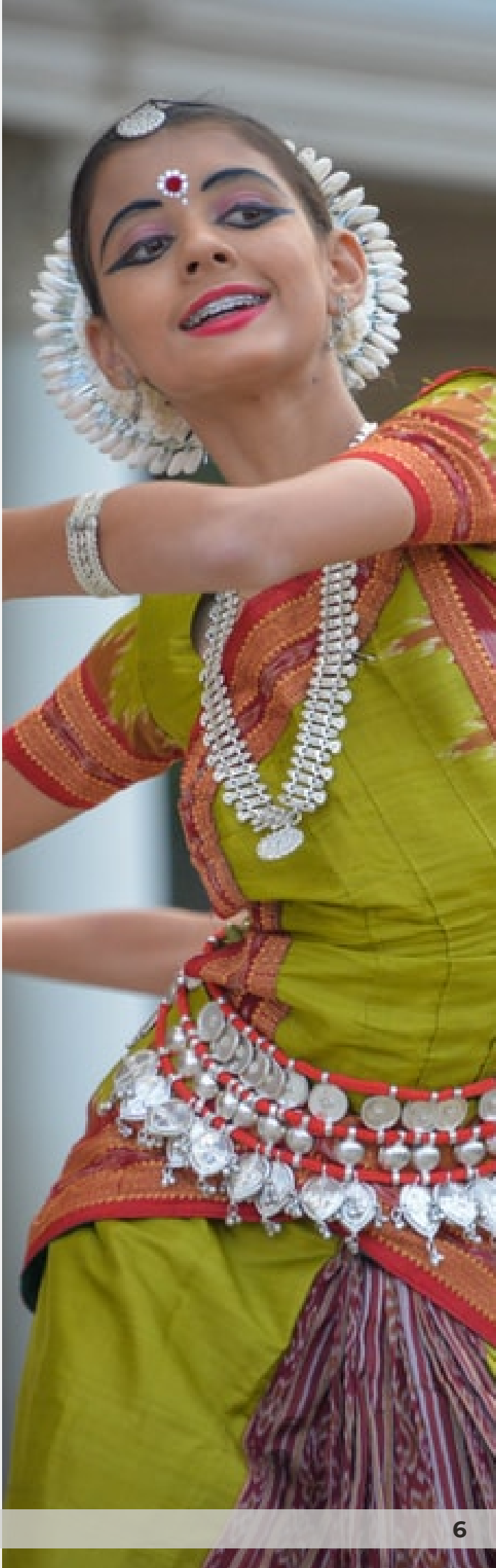
- Southland Newcomers Leadership Academy: This project enables newcomers to participate in the Southland Chamber of Commerce's Leadership Academy.
- Drive My Life: An opportunity for newcomers to obtain their drivers license in association with REAP.
- Welcome Trail: This trail was erected to tell cultural stories and information about some of the various ethnicities in the Gore District.
- 'Job Search' expo: The expo provides newcomers with an opportunity to look for local job opportunities, speak to an immigration advisor, receive employment advice, CV writing assistance and meet some local job employers.
- Hokonui Culture Feast: An exciting addition to the Gore district events calendar, this event showcases the best food and cultural varieties in the Gore District.
- Mechanisms to showcase different cultural celebrations: Gore District Council is working with various community groups to engage with newcomers and celebrate different cultural events.
- International Connect Group: This group is an ever growing multi cultural and multi generational group that attracts newcomers and helps them find support from people in the similar position as them.
- Gore Badminton Club: This club, recently established, provides a place where newcomers with an interest in badminton can play together with people from the local community and socialise.

Future initiatives:

- (IELTS) International English Lesson Testing lessons: By providing this locally in Gore it will allow newcomers to achieve an adequate level of English.
- Foreign language lessons: An opportunity for the Gore community to learn a foreign language.
- Welcome pack/book/website: This initiative will help provide newcomers with the much needed information they require when moving to the Gore district.
- Welcome Forest: Newcomers will have the opportunity to plant a native sapling after their citizenship ceremony in a designated area for new New Zealand citizens.

With the aforementioned, and **many other initiatives to come in the future,** the Gore district community has the potential to go from strength to strength and be known as a welcoming and accepting community.

As part of the process to welcome newcomers, this Welcome Plan outlines the current challenges felt by newcomers, as highlighted at a newcomers workshop recently undertaken. Along with the desired outcomes from this workshop and the Welcoming Communities programme created by Immigration New Zealand, this plan provides actions required to create a community that embraces newcomers and a community where newcomers feel valued and welcomed.



Purpose of a welcome plan

What is Welcoming Communities?

Welcoming Communities is an initiative that brings together local government and communities to make the community a more welcoming place for everyone to live in. It was developed in recognition of the fact that communities are healthier, more vibrant, happier and more productive when those new to the area are welcomed into the community. A strong, vibrant community is one that enables all members of the community to participate in its economic, civic and social life. Therefore, due to the increased immigration into New Zealand and increased movements by those already living within the country, this initiative was created. It was first piloted across New Zealand by 10 councils, in five regions between 2017-2019. These councils 'put out the welcome mat' by developing welcoming community plans for their respective communities. The plans were underpinned by the Welcoming Communities Standard which formed the basis for these plans.

The Welcoming Communities Standard elements are as follows:

1. Inclusive leadership
2. Welcoming communications
3. Equitable access
4. Connected and inclusive communities
5. Economic development, business and employment
6. Civic engagement and participation
7. Welcoming public spaces
8. Culture and identity

Gore District Welcome Plan

Gore District Council, has through consultation with a representative group of newcomers to the Gore community, embarked on developing this Welcome Plan. Although this plan fits into the Welcoming Communities framework it is not led soley by views and suggestions of Gore District Council. The opportunities, issues, concerns and suggestions raised by the representative group of newcomers are the underpinning and foundational aspects of this plan. This representative group highlighted various challenges and concerns facing those people who are new to the Gore community, as well as the aspects which are appreciated and loved about the Gore community. As part of this plan there were also suggestions and recommendations given by this group.

The outcomes and recommendations from this plan have been prioritised as high, medium or low. Each priority has been defined as the following:

HIGH - completed within year 1
MEDIUM - completed within the next 2-4 years
LOW - completed within 5 years

Why have a Welcome Plan?

This Gore District Welcome Plan is a plan specifically developed for newcomers into the Gore District. It has been developed with the newcomer community in mind. This plan gives a cultural diversity 'snapshot' of the Gore community. It looks at the different cultures represented within the Gore community and how this is reflected in the local schools and workplaces as well as other areas.

The aim of this Welcome Plan is to create a realistic and achievable path forward to assist all newcomers to become part of the Gore community. It provides actions for the Gore community to embrace, and be proactive in inviting, those new to the Gore district as well as actions for the newcomers to integrate into the Gore community.

Integration has to do with bringing different people together within the community. The aim is not uniformity, but rather a sense of unity made stronger by many complementary parts. Integration has been described as *"a dynamic, two-way process in which newcomers and the receiving society work together to build secure, vibrant, and cohesive communities."*[1] Newcomers joining existing recreational or sporting clubs in Gore or starting up new clubs that encourage participation from the whole community is a good example of integration at work. The goal is for newcomers to be able to recognise positive attributes of both their heritage and their new culture and can navigate both with relative ease. It is important they experience belonging within the new community, without having to compromise their cultural and linguistic identity.

This plan serves as a benchmark and a retrospective compass to assess integration of newcomers to Gore in the future.

Defining a Newcomer

For the purpose of this Welcoming Communities Plan, a newcomer is defined as a person or persons who are new to an area or have been in an area for some time but have not been able to successfully engage in the community.

This includes:

- 'New' immigrants to New Zealand
- Immigrants already in New Zealand who have recently relocated to a different area
- New Zealanders who have recently relocated to a new area
- An individual who has needs support to engage in their community, including international students.

It can be an extremely daunting process for anyone new to a community to start the process of integration into society. Although this is experienced by most people that are new to community, it is often felt most acutely by those who come from a culture that is different from the 'typical' New Zealand culture. Cultural differences, language barriers and varying cultural norms can make this a challenge for those who are new and are trying to integrate into the community.

1 https://themigrationist.net/2013/11/08/why-is-immigrant-integration-important/

Strategic content

Local Context

Gore township is situated in Southland, New Zealand. The Gore district has traditionally been a rural-based community and the town has always serviced the sheep and dairy industry. A large percentage of the Gore community is employed in support of this farming supply chain. This includes direct employment on farms or employment in industries that provide a service around the farming supply chain. Other sectors that are significant employers in the Gore District are grain farming, forestry, tourism and various types of manufacturing businesses.

The increasing productivity of this district has resulted in a need for employers to look outside the region for employees. Therefore, in recent years there has been an increase in the amount of people moving to Gore for work related reasons. These newcomers and their families arrive in Gore with the economic ability to add to the community in a positive way. In order to retain these income earners, it is of ever increasing importance that they move away from being a newcomer and move toward becoming an integrated and appreciated member of the Gore community, without losing their identity.

In recent years the migration of people into Gore has increased and Gore has an estimated 45 different ethnicities living within the Gore district. The most recent government statistics taken from the 2018 census state that 8.8% of the population in the Gore district were born outside of New Zealand. This number does not include those born in the United Kingdom, Canada, United States, Australia and New Zealand who have relocated to Gore from within New Zealand. This percentage includes those people who are of Maori, Pacific, African, Middle Eastern and Latin American decent. It also includes a percentage of people who are from other ethnicities, their specific ethnicities are not listed in the New Zealand 2018 census.

Gore District Council recently conducted a survey at a local school in Gore and found that 49 of the 431 (over 11%) of students were not born in New Zealand. This number did not include international students as the number of students has reduced due Covid-19 restrictions. The percentage of people not born in New Zealand would be an estimated 14% if international students were able to be in the country.

The average percentage of people not born in New Zealand is 27% nationwide. This number is significantly higher than the 8.8% in Gore. This is predicted to change, however, as many factors are pushing people out of cities to smaller towns. These factors include cheaper housing, better work-life balance and more lucrative job prospects, to name a few. Therefore, going forward it is important that the Gore community work alongside newcomers and find ways to welcome them into the community.

Gore Population Statistics

According to the New Zealand government census there were 12,396 people living in the Gore District in 2018.

The population in 2018 reflected that 89% of people living in Gore were of European decent and 8.8% where of other nationalities. The 89% of Europeans represents all those who are of European descent, even those who are originally from New Zealand.

Further data concludes that there is a presence of people living in Gore whose birth place is not New Zealand and who speak a language other than English.

The three highest percentages of people who were not born in Gore are those from the United Kingdom and Ireland, Asia and those from Australia. The three most common languages spoken in Gore, other than English, are Māori, French and Sinitic, which is a Chinese dialect.

The ever increasing migration of people into New Zealand and within New Zealand means that over time, regions, such as Gore, will see newcomers relocate to their area.

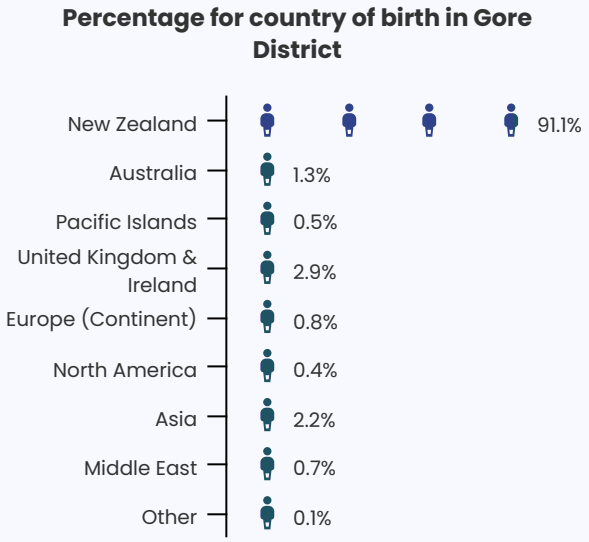
This gradual influx of newcomers to Gore District has the potential to bring economic growth as newcomers fill various job vacancies within the district. This is a positive for the community as these newcomers potentially bring the skills and expertise needed to keep the Gore economy growing.

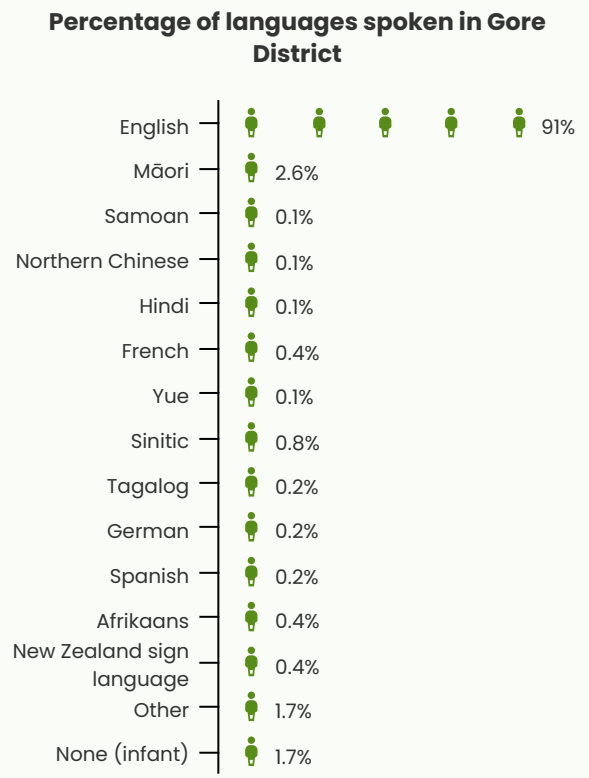
The challenging aspect for the Gore community, however, is finding ways to 'put out the welcome mat' for these newcomers. An integral part of keeping skilled newcomers in the Gore District is to help them feel like they are a valued part of the community.

The solution to making all newcomers feel welcome is not straight forward as many aspects influence the way newcomers and locals interact with each other. Some examples of this are the language and cultural barriers that exist between various cultures. There are also sometimes negative perceptions about various cultures due to a lack of cultural compentency and this can lead to discrimination. The obstacles to newcomers feeling welcome in a community and a local community embracing newcomers are not easy to overcome but steps can be taken to move all residents of a community 'closer together' and not further apart.

The Gore community is well known in Southland as a friendly and welcoming community. Over time, with the right strategies and tools in place, there is great potential to see this community become leader in 'putting out the welcome mat' to all newcomers.

Gore District Population	2018
	12,396





Community Based outcomes

Newcomers Workshop

As part of developing this Welcome Plan, a workshop was facilitated by Gore District Council. This workshop was attended by a group of newcomers to the Gore district. The group of newcomers consisted of 30 people who were either new to the district, or had been in Gore for some time. This group were asked a series of questions relating to their experiences as newcomers to the Gore community.

The feedback provided by this group has given a good level of understanding of what newcomers are looking for when they move to the Gore district. It has also provided guidance to understand some of the physical and environmental challenges that newcomers are faced with and it has brought to light some of the more complex relational and cultural issues that newcomers experience when entering the Gore community.

The outcome of these discussions is the underpinning foundation of the Gore District Welcoming Communities Plan and the feedback also gives suggestions and recommendations on how to best move forward as a local community to welcome newcomers.

During the workshop several key topics were discussed. These topics highlight the various factors surrounding the life of a newcomer to the Gore District.

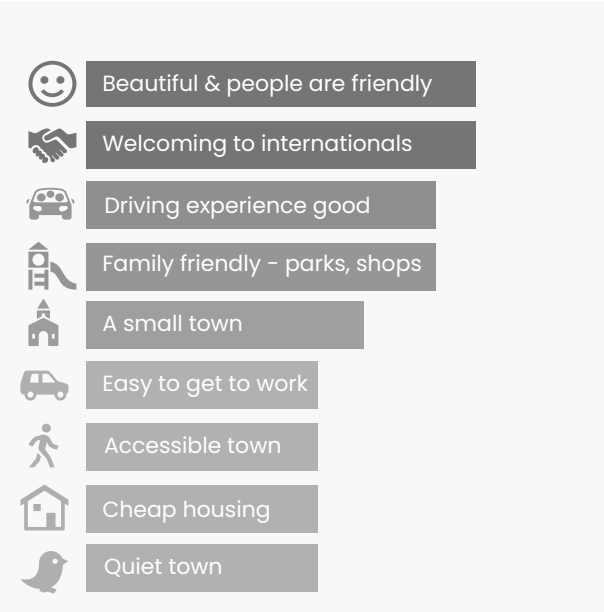
These topics are as follows:

1. Initial impressions of Gore district
2. Best ways to welcome newcomers coming to Gore District
3. Impressions of rural living
4. Reasons for moving to Gore district
5. Improving life in Gore district
6. Reasons to love Gore district
7. Impressions of Gore district (over time)
8. Activities for newcomers

The detailed analysis for each of these topics follows.

1. Initial impressions of Gore District

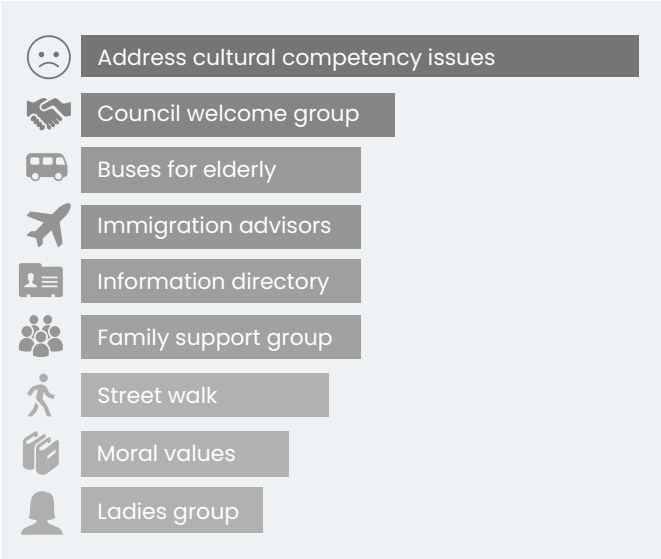
There was an overwhelming positive perception of Gore District by the newcomers when they first arrived and the newcomers had a wide range of first impressions. True to Southlands reputation as a friendly region, the main two first impressions were that newcomers felt welcomed by the Gore community and that the people of Gore district were friendly. Although the Gore community was described as friendly and welcoming, this impression was not experienced by everyone in the newcomers group.



The beauty of the district was also enjoyed as a first impression by the several newcomers. Newcomers also commented that their driving experience in the district was good and was 'less crazy' than previous driving experiences. The family friendly parks and shops was also a positive first impression. Other first impressions included that Gore was a quiet, small town (not a city), that it was easy to get to work, it was an accessible town and that housing was affordable.

These first impressions are important as they give understanding to how the Gore district and the Gore community is perceived by newcomers. Utilising the areas that appeal to the people from other parts of New Zealand and the world is an important part of attracting and retaining future newcomers to the District.

2. Best ways to welcome newcomers coming to Gore District



The newcomers group highlighted areas they believed could have been done differently when they arrived in the Gore district. These areas range from suggestions to help integration into the community, to areas that are more complicated and not always easy to quickly solve and/or address.

The most prevalent concern or area that was raised by newcomers as something they would like to see handled differently, was cultural competency. Cultural competency is loosely defined as ***'...the ability to understand, appreciate and interact with people from cultures or belief systems different from one's own.'*** Many expressed their various experiences or the experiences of family members and/or friends. These ranged from experiences within the schools to experiences on the streets.

They expressed their concern that they and their children were not equipped to deal with negative perceptions towards them. A desire to see the community show more respect to the elderly was also raised as a desired best practice. It was suggested by some that a welcome group run by Gore District council would have been good when they first arrived. Suggestions such as a welcome letter or information on the various activities that are on or ideas of what to do within the District. It was mentioned that buses for the elderly would be a good addition, buses to pick them up from their homes and take them to shops etc. Other suggestion for newcomers to the Gore District would be to offer no or low cost immigration advice. This was an issue for many newcomers who found it difficult to get the best advice on how to legally remain in New Zealand. Many of the newcomers expressed that it would have been best practice for an information directory to be made available to them on arrival into the area. A directory would include 'things to do,' 'people to contact for different activities,' where to go' etc. A family support group was also suggested as a mean to assist newcomers when they arrive. A further suggestion was that newcomers be taken on a 'street walk' where they are shown the various businesses, shops, activities in and around Gore. A ladies group was also a recommended suggestion to help assist with integration into the community.

3. Impressions of rural living

- Need more activities (esp. weekends)
- More events
- Good - happy people
- Good - friendly people
- Good city/rural balance

The topic that came up most when discussing the newcomers first impressions of Gore was that there needed to be more activities. Specific mention was made to the need for activities on the weekends. Many of the newcomers commented on the difference between city life and rural life. City life was referred to as vibrant and there was always a buzz whereas rural life was quiet and sometimes there was nothing to do. In contrast to this, it was mentioned by other newcomers that Gore offered a good balance between city life and rural life.

Other first impressions included the need for more events. Comments were made that the current events added vibrancy to the town. The increased number of people and buzz was a positive aspect of Gore community life.

Several people mentioned that they liked rural living and that their first impression was that the local people were happy and content with the rural life. It was also said that their impression of rural life was good as people were friendly and say 'hello'.

4. Reasons for moving to Gore District

The newcomers group mentioned that the most common reason for moving to the Gore district was because of work opportunities. The challenge for some of the newomers when moving to Gore is that they have had to potentially leave family, friends and familiar comforts in order to earn an income. Gore being a safe town was mentioned as a reason for some people to move to Gore.

- Work opportunities
- Safe town

5. Improving life in Gore District

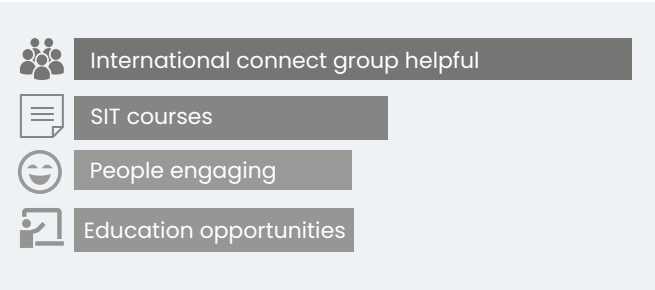
To assist with integration and improving their lives in the Gore District it was suggested that more international shops would be good. This included shops that sold food and clothing that was familiar to each different culture. Some newcomers felt that celebrating Chinese New Year would help them feel like a valued member of the Gore community.

Assistance for newcomers to look for jobs was recommended as a way to improve life in the Gore district and it was suggested that assistance to help settle into the community would be appreciated. This assistance included information on where to find food, clothing, getting children into schools and kindergartens, to name a few. Other suggestions were made that English lessons or assistance finding English lessons would be good. Several newcomers commented that it was challenging for students to integrate into the schools and help with this would be very beneficial.

Mention was made about the newcomers group being advertised better. Comments were made that some newcomers were having challenges getting access to a doctor as the doctor was not open to take on new patients.

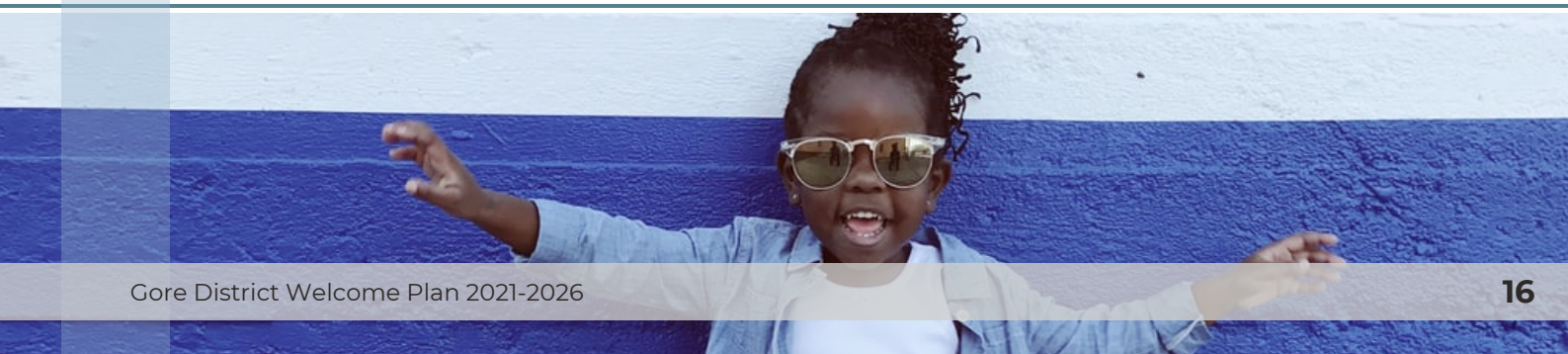
A few newcomers felt frustration that certain shops were not open on the weekends and having access to shops on weekends would assist in improving life in Gore. Further suggestions to assist newcomers in helping them enjoy their life in Gore was that there would be more access to participate in sports and outdoor sporting activities. It was also mentioned that more indoor activities would be good for children as a way to help settle families into the community. International holiday programmes for school age children was also suggested as a new initiative. This would also help our young people to develop an understanding and appreciation of the different cultures who live in the Gore district.

6. Reasons to love Gore District

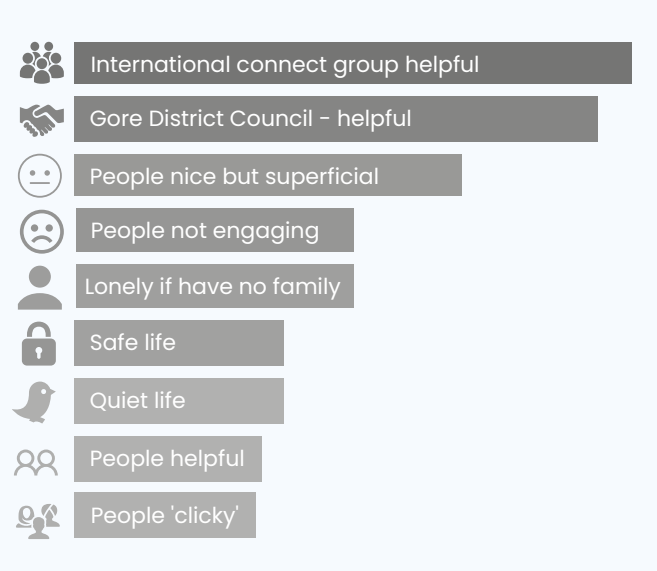


The international connect group was highlighted as the main reason people loved the Gore District. This group was mentioned as beneficial in helping newcomers engage and integrate into the local Gore community.

The Southern Institute of Technology (SIT) courses being offered to immigrants was mentioned as a positive reason to love Gore and many newcomers were benefiting from various courses.



7. Impressions of Gore District (Over time)



The newcomers group commented that the international connect group was very helpful. They also commented that Gore District Council had been very good and their assistance had made a big difference in helping them to integrate into the local community.

It was mentioned that even though people were friendly many times it was only on a 'surface' level. Other people mentioned that they struggled to make conversation with locals, especially in the school or kindergarten setting.

Loneliness and lack of activities for people who are without family was mentioned as one of the challenges facing newcomers into the district.

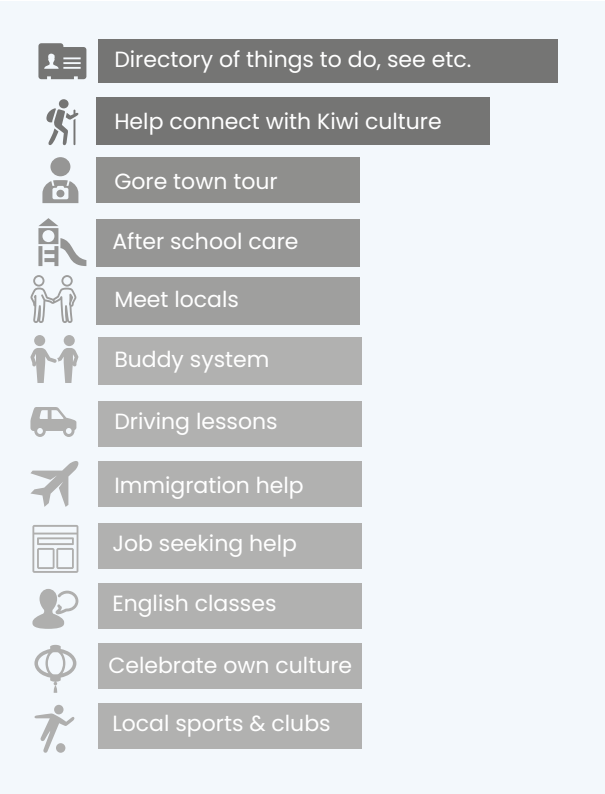
The newcomers group highlighted that they still experienced Gore as a safe town after some time living in the district. It was also mentioned that people were still helpful to newcomers after they had been in the community but it was mentioned that local people did tend to stay in their groups and not welcome in new people.

8. Activities for newcomers

The main suggestion given to help newcomers integrate into the community was to provide them with a directory. This directory would include things to do in the Gore District, thing to see, people to contact for various activities or interests. It was also suggested that assistance could be given to help newcomers adjust to the local culture. For example, help with events that promote socialising with the Gore community. Ideas such as movies nights, BBQ's, sporting events, morning teas, lunches and tramping outings was suggested.

A tour of Gore township was also suggested as an idea to help newcomers familiarise themselves with the town. As newcomers often don't have family support, it was suggested that after school programs could be setup to help working parents.

Further suggestions included organising a 'buddy system' where newcomers from certain ethnicities could be paired up with people from the same ethnicity, but who were already established and settled in the Gore District. Other areas where newcomers suggested that help could be given was to assist with English lessons, driving lessons, assistance in job seeking requirements such as writing a CV and a cover letter.



The newcomers group also suggested that access to an immigration advisor in Gore would be good. It was also mentioned that assistance would be good to help newcomers get involved in local sports clubs or get involved in the outdoor sports community. An appreciation for the various cultures was also expressed as a desire by the newcomers group, and events such as celebrating Chinese New Year was highlighted as a way to showcase a variety of cultures to the Gore community.

Newcomers Workshop outcomes

The feedback from the newcomers workshop highlighted four main desired outcomes to improve newcomers experience in the Gore District. These outcomes highlight the most significant opportunities, needs and challenges facing newcomers to the Gore District. They are as follows:

INTEGRATION ASSISTANCE

The newcomers group highlighted integration assistance as crucial to their settling in process. This assistance would help create a sense of familiarity with their surroundings and the local culture. Challenges experienced by newcomers were that they struggled to make 'in roads' into the local community. Providing mechanisms and structures to assist newcomers would give them some of the support they need when they first arrive in the Gore district.

LOCAL COMMUNITY INFORMATION

The need for local information was a common theme that the newcomers group highlighted. As the language barrier is a challenge for many newcomers, they commented that a central source of information for the various important aspects of life in Gore would be good. A place where newcomers could find the information they needed would potentially alleviate some of the anxiety associated with being new to the Gore district.

BRIDGING THE CULTURAL DIVIDE

The newcomers group raised concerns and challenges around their ability to bridge the cultural divide. The main concern was the feelings of cultural competency. The challenge of negative perceptions towards different cultures is one not easily overcome but the newcomers group strongly expressed their desire to see this issue addressed in the community and expressed their desire to find ways to overcome this challenge.

INVOLVEMENT IN ACTIVITIES

Many of those in the newcomers group mentioned they wanted to get involved in local activities and begin to do the activities that New Zealanders do for fun. They expressed a desire to get involved in the local community and to meet new people through the common ground of traditional 'kiwi' activities. Despite this desire to reach out to the local community, they felt that they didn't know where to begin or how to get involved.

Moving into the future

Gore District Welcome plan

The Gore District Welcome Plan is formulated around the four desired outcomes derived from the newcomers workshop and the elements of the Welcoming Communities Standard. Together, these are the underpinning foundations of this Gore District Welcome Plan.

The desired outcomes from the newcomers workshop are as follow:

- **Integration Assistance**
- **Local Community Information**
- **Bridging the Cultural Divide**
- **Involvement in Activities**

The elements of the Welcoming communities standard are as follows:

#1 Inclusive Leadership

Local government, tangata whenua and other community leaders work together to create, advocate for and continue to foster a welcoming and inclusive community. They lead a shared plan to increase connections between newcomers and existing residents.

#2 Welcoming Communications

People of all cultures and backgrounds feel included, listened to and well informed through a range of ways that take into account their different communication needs.

#3 Equitable Access

Opportunities to access services and activities and to participate in the community are available to all, including newcomers.

#4 Connected and Inclusive Communities

People feel safe in their identity and that they are connected with and belong in the community. There are high levels of trust and understanding between members of the receiving community and newcomers.

#5 Economic Development, Business and Employment

Communities maximise and harness the economic development opportunities that newcomers can offer. Councils work with business associations to promote the contribution that newcomer business owners and skilled migrants make to the region's economy.

#6 Civic Engagement and Participation

Newcomers feel welcome to fully participate in the community. Newcomers are active in all forms of civic participation.

#7 Welcoming Public Spaces

Newcomers and receiving communities feel welcome in, and comfortable using, public spaces.

#8 Cultural Identity

There is a shared sense of pride in being part of a culturally rich and vibrant community. People feel their culture is respected and valued by other members of the community. There are opportunities to learn about each other's cultures.

Gore District Council has many systems in place to assist newcomers in the Gore District. The actions within this plan include those programmes and initiatives already in place. It also includes suggestions and recommendations which stem from the newcomers workshop desired outcomes and the Welcoming Communities Standard.

#1 Gore District Welcome Plan
Integrated Assistance

Gore District Welcome Plan

#1 Integrated Assistance

What our 'newcomers' said:

At the workshop, participants highlighted their desire to integrate into the community and for various initiatives to be put in place to help with this process. They expressed a desire to want to grow, learn and advance in their skills. They also wanted to share their culture with the Gore community and learn from the local community. Many of the solutions to the challenges mentioned are beyond their abilities to solve and therefore, leaders in the community have the opportunity to make pathways for these newcomers to successfully integrate into the community.

Welcoming Communities Standard	Action	Task	Who's involved	Time frame
Connected and inclusive communities	Develop 'welcome packs' for newcomers	• In collaboration with the local Gore community make welcome packs for newcomers.	Gore District Council, Welcoming Communities Advisory Group, Community Members	High
Welcoming communications	Newcomers database	• Develop a centralised database of newcomers into the Gore District.	Gore District Council, local business owners, schools, real estate agents, churches	High
Equitable Aacess	Learners and drivers licences	• Continue to provide newcomers with the opportunity to obtain drivers licenses through the 'Drive my Life' programme.	Gore District Council REAP Ethnic Communities Fund Local police	High
Economic development, business and employment	Providing essential skills to newcomers to contribute economically	• Provide newcomers access to immigration advisors, job vacancies, settlement information and information on English lesson opportunities, such as at the 'Job Search' expo.	Gore District Council, immigration advisors, relevant businesses, English lessons providers	High
Economic development, business and employment	Organise access to a local immigration advisor	• Organise an immigration advisor/s to come to Gore for regular visits with newcomers.	Gore District Council, Welcoming Communities Advisory Group	High
Economic development, business and employment	Local business integration	• Work with local employers to develop cultural integration toolkits for newcomers and cultural diversity or appreciation toolkits for their local employees.	Gore District Council, relevant local employers	Medium
Inclusive leadership	Leadership programmes	• Partner with local community groups and agencies to develop leadership programmes for newcomer leaders; including youth and women.	Gore District Council, relevant community groups and agencies	Medium
Inclusive leadership	Newcomer internships	• Create newcomers internships, mentoring and buddying opportunities within council, businesses and the wider community.	Gore District Council, local business owners	Medium
Economic development, business and employment	Newcomers leadership training	• Create a contestable fund enabling eligible newcomers to apply for funding to enable them to participate in the Southland Chamber of Commerce's leadership Academy.	Gore District Council, Southland Chamber of Commerce	Medium
Equitable access	Provide access to rural newcomers	• Determine the challenges facing rural newcomers and work to assist them overcome these challenges (e.g. isolation due to lack of transport).	Welcoming Communities Advisory Group, relevant stakeholders	Medium

Gore District Welcome Plan

#2 Local Community Information

#2 LOCAL COMMUNITY INFORMATION

What our 'newcomers' said:

The newcomers workshop shed light on the desire for newcomers to have the access to information and tools needed to make their life in the Gore District a success. It was mentioned that the need for local information was vital to helping them integrate into the community. Information regarding the various services, programmes, activities, courses etc. available to them was suggested. Additionally, tools were requested to help access basic services such as registering for childcare or medical services and finding access to afterschool care, as this was a challenge for some.

Welcoming Communities Standard	Action	Task	Who's involved	Time frame
Welcoming communications	Positive newcomer perceptions	• Develop key communication messages and opportunites to educate the community.	Welcoming Communities Advisory Group, local media, local businesses and community organisations	High
Equitable access	Establish 'most used' communication channels	• Work with relevant stakeholders to improve communication to newcomers.	Gore District Council, Welcoming Communities Advisory Group	High
Welcoming communications	Newcomers-community online connection hub	• Explore online platforms where Gore District locals and newcomers can connect.	Gore District council, Welcoming Communities Advisory Group	High
Equitable access	Increase the number of newcomers receiving local information	• Develop a list of groups and organisations that have responsibility for providing information about services, programmes and activities.	Gore District Council, Welcoming Communities Advisory Group, media outlets, event organisers	Medium
Connected and inclusive communities	Newcomers become familiar with Gore township	• Organise a day for newcomers to walk around Gore township with a local community member/members. This is to help newcomers become familiar with the town and the location of various shops, services etc.	Welcoming Communities Advisory Group, local Gore community members	Medium
Equitable access	Provision of multi-lingual documentation	• Council to consider providing multi-lingual documentation on Gore District Council website.	Gore District Council	Medium

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#3 BRIDGING THE CULTURAL DIVIDE

#3 BRIDGING THE CULTURAL DIVIDE

What our 'newcomers' said:

The newcomers workshop outcomes highlighted some of the challenges facing newcomers within the local community. It was expressed that many of them didn't know how to overcome some of the negative perceptions towards newcomers and for many of them this was very difficult. There is however, a strong desire to have programmes or initiatives put in place to create ways to help them integrate or have places where they could find support. The suggestions provided included support groups and a 'buddy' system. Another suggestion that was raised was the need for tools to help deal with negative perceptions experienced towards themselves or their family members (especially in the schools). Providing cultural awareness and changing the negative perceptions towards different cultures is a necessary step in helping newcomers successfully integrate into the community.

Welcoming Communities Standard	Action	Task	Who's involved	Time frame
Cultural identity	English language lessons	• Advocate for English lessons in the local Gore community.	Gore District Council	High
Inclusive leadership	Council cultural diversity	• Review council policies, services, programmes and activities to determine whether they take account of cultural diversity and make changes where appropriate.	Gore District Council	Medium
Inclusive leadership	Cultural competency training	• Include cultural competency training as part of the professional development for council staff and elected representatives.	Gore District Council	Medium
Inclusive leadership	Share a meal	• Organise opportunities for community leaders to invite newcomers to share a meal.	Gore District Council, community leaders, Welcoming Communities Advisory Group	Medium
Welcoming public spaces	Citizenship ceremony forest	• As part of the citizenship ceremony make available a place where new citizens can plant a tree.	Gore District Council, Immigration New Zealand, Project Crimson	Medium
Welcoming communications	Cultural information	• Raise awareness of resources that exist to educate individuals on culturally appropriate ways to communicate.	Welcoming Communities Advisory Group,	Medium
Economic development, business and employment	Local business diversity awards	• Establish an awards system that rewards businesses who excel in their ability to welcome and include newcomers into their workplaces.	Gore District council, relevant local businesses	Medium
Cultural identity	Foreign language lessons	• Advocate for foreign language lessons to the local Gore community.	Gore District Council, Gore REAP	Low
Cultural identity	Cultural diversity cookbook	• Create a freely available cookbook that features recipes of favourite food from around the world.	Advisory Group, sponsors, local and newcomers community	Low

#3 BRIDGING THE CULTURAL DIVIDE

Welcoming Communities Standard	Action	Task	Who's involved	Time frame
Welcoming public spaces	Multi-cultural	• Organise multi-cultural opportunities in some of the available public spaces to show the different cultures in the District (e.g. cultural story telling at the library, different cultures games at a park, a cultural photographic exhibition at a park or on streets etc.).	Gore District Council, Welcoming Communities Advisory Group	Low
Welcoming public spaces	Bringing cultural exposure to schools	• Work with Gore District schools to create programmes that showcase the different cultures in the schools (e.g. traditional dress up day, cultural food day, writing or drawing competitions that highlight interesting about a culture, invite a friend from a different culture home for dinner month etc.).	Gore District Youth Council, Gore district schools, REAP	Medium
Welcoming public spaces	Cultural diversity exposure	• Advocate for and create awareness of the various cultures represented in the Gore district to the local community.	Gore District Council	Ongoing
Cultural identity	Cultural food celebration	• Gore to host a local celebration of cultural diversity such as the Hokonui Culture Feast.	Gore District Council	Ongoing
Welcoming public spaces	Access to multi-cultural library books	• Gore District Libraries to ensure there is easy access to books in various languages.	Gore District Libraries	Ongoing
Connected and inclusive communities	Integration between our young people	• Provide international holiday programmes for our young people.	Welcoming Communities Advisory Group, Gore District Youth Council	Medium
Connected and inclusive Communities	Buddy system for newcomers	• Develop a buddy system for newcomers to connect with people from their own culture to provide cultural and emotional wellbeing when first moving to the district.	Welcoming Communities Advisory Group	High

#4

Gore District Welcome Plan

Involvement in Activities

#4 INVOLVEMENT IN ACTIVITIES

What our 'newcomers' said:

The participants of the workshop expressed their desire to get involved in the the various sporting and recreational activities, however they didn't know how or where to begin. Assisting them with opportunities to get involved could help them make new friends and also help them to enjoy and appreciate the lifestyle in the Gore District. The rainy, cold weather and the lack of activities on weekends was a challenge for some newcomers and it was mentioned that assistance and potentially a 'helping hand' to guide them, would be greatly appreciated. Familiarisation of Gore township was requested as a way to feel at ease in the town and be more confident when doing everyday tasks.

Welcoming Communities Standard	Action	Task	Who's involved	Time frame
Civic engagement and participation	Targeted civic engagement opportunity sessions	• Establish targeted information sessions on the various areas newcomers can participate in within the local community (e.g. social volunteer groups, fire brigade, St Johns etc.).	International Connect Group, Gore District Council, relevant local civic engagement organisations	Medium
Connected and inclusive communities	Expose newcomers to various recreational activities	• Support a programme that organises opportunities for newcomers to see and experience recreational activities (e.g. badminton, chess, bridge, art classes, music lessons etc.).	International Connect Group, Welcoming Communities Advisory Group, relevant stakeholders (e.g. recreational interest groups)	Medium
Connected and Inclusive communities	Community integration walks, hikes etc	• Organise regular walks or hikes for newcomers and locals. This is an opportunity for newcomers to meet each other and to meet locals from the Gore community while doing a 'kiwi' activity.	International Connect Group, Welcoming Communities Advisory Group, local Gore community	Medium

"Taking the time to build community, to get to know your people will have long-lasting benefits."

Clifton Taulbert

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