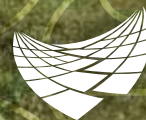


THE HASTINGS DISTRICT MULTICULTURAL STRATEGY

Te Rautaki Kākano
Maha o Heretaunga

2020 – 2025



HASTINGS
HEART OF HAWKE'S BAY

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Kia ora
Konnichiwa
Talofa Hola
Hello Bonjour
Kia Orana Halo
Ni Hao Namaste
Malo e lelei



MIHI

Tēnā tātau e te hapori whānui o Heretaunga; Heretaunga-ara-rau, Heretaunga-haukū-nui, Heretaunga-haaro-te-kāhu, Heretaunga-raorao-haumako, Heretaunga-ringahora, Heretaunga takoto noa - tihei Heretaunga!

Anei mātau ko ngā uri whakaheke o Kahungunu e noho nei hei kaitiaki o ēnei whenua takoto noa. Anei hoki mātau e tuku nei i ngā mihi ki tēnā iwi, ki tēnā iwi, nō tēnā whenua, nō tēnā whenua mai i ngā hau e whā. Nō te tekau tau tuarima o te rautau tekau mā iwa tae noa ki tēnei wā tonu, ka tukua ngā ringa hora me te reo whakatau e te iwi kāenga ki ngā iwi katoa kua eke mai nei, e whai ana i ngā tikanga-ā-iwi me te pepeha e kiia nei ... Heretaunga ringahora.

Ka mau tonu te iwi kāenga ki te reo o mihi, o maioha hoki i a mātau e whakatau nei i ngā tangata nō tāwāhi, nō tuawhenua arā, ko koutou kua tau nei ki tēnei kāenga tuku iho, ki Heretaunga e noho mai nei ki ngā rekereke o Te Matā o Rongokako, me ngā maunga toitoi e tū noa ana i te riu o te whenua.

Ka tau ki kōnei i raro i te manaakitanga o te kōpuni kauika o te iwi kāenga o Heretaunga, o Kahungunu, o Te Kaunihera ā-Rohe o Heretaunga.

Piki mai rā, kake mai rā, nau mai, haere mai!

WELCOME

Greetings to you the community of Heretaunga; Heretaunga and all its beauty and abundance of welcoming, fertile lands that we are all caretakers of today - we salute Heretaunga!

We the people of Ngāti Kahungunu welcome you today just as we have done so since the 1850s where we have welcomed all people to our lands and in doing so, held true to the values instilled in us through our cultural narratives and in the local pepeha, 'Heretaunga ringahora' - 'Heretaunga of its welcoming arms and hospitality abundant'.

Today, we continue to uphold these values when welcoming all those of you who now call Heretaunga / Hastings home; no matter where you've come from.

May you feel safe, under the guidance and support of Heretaunga, Ngāti Kahungunu and of the Hastings District Council.

Welcome, welcome, welcome, welcome!

MIKE PAKU

Chair of Te Haaro Board,
Te Taiwhenua O Heretaunga

Te Rautaki Kākano Maha o Heretaunga

– literal meanings refer to the multiple / many / lots of 'seeds' of Heretaunga.

Metaphorically this refers to the many different people that reside in Heretaunga.

MESSAGE FROM THE MAYOR OF HASTINGS

As the Hastings Mayor, I am very proud to be writing this message for the very first Multicultural Strategy for Hastings District Council.

This strategy is a commitment by Hastings District Council to embrace and support all of our wonderfully diverse communities.

Hastings is a multicultural district and is becoming increasingly culturally diverse. In fact, over 17% of our people in the Hastings district were born outside of New Zealand. The district's population is growing and this will include people from a variety of different cultures.

We celebrate our cultural diversity in a range of ways, from our monthly citizenship ceremonies for our new Hastings citizens to the hugely popular International Cultures Day held at Cornwall Park every year.

This Multicultural Strategy has been developed to help us strengthen the support for our diverse community and its different cultures, ethnicities and backgrounds.

I would like to acknowledge the Multicultural Strategy Working Group, established in June 2018 to develop the strategy. Made up of elected members and community representatives, this group brought its ideas forward, and after community engagement in 2019 a draft strategy was formed.

As a council we have a responsibility to ensure our services are accessible to all and that everyone can fully take part in all forms of civil participation and democracy.

Our council wants the Hastings district to be a place where everybody is respected and accepted, a place where diversity is celebrated and our whole community benefits.

SANDRA HAZLEHURST

Mayor of Hastings



**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.**



MESSAGE FROM HASTINGS DISTRICT COUNCIL MULTICULTURAL STRATEGY WORKING GROUP

Hastings district is becoming increasingly culturally diverse. There are more newcomers choosing to call Hastings home making it a more vibrant place to be.

In Hastings, there are a number of events and opportunities for the community to experience and enjoy a variety of cultures and backgrounds. The Blossom Festival, International Cultures Day, Lighting of the Osmanthus Gardens and the Polynesian festivals (Polyfest) are wonderful ways to express our shared sense of pride in being part of a culturally rich and vibrant Hastings. This strategy builds on these initiatives as we look to further embrace cultural diversity.

The vision of the strategy is:

“Hastings district is an inclusive, welcoming community where everyone belongs.”

The goals of the strategy are:

1. Multiculturalism and diversity is celebrated in Hastings district.
2. Hastings district is a welcoming, inclusive and safe place for all.
3. People of all cultures have equitable access to council services and resources.
4. All residents feel empowered to participate in council decision-making.
5. Council is a role model in terms of cultural diversity.

As a council we have a responsibility to ensure that all members of our community are and feel welcome in the Hastings district. It does not matter whether your family has been here for generations or you have recently moved to New Zealand, you are all welcome and Hastings district is your home.

We look forward to the exciting and innovative initiatives the community and council will deliver to benefit the community. We consider the following whakataukī (proverb) fitting.

“Kotahi te kōhao o te ngira e kuhuna ai te miro mā, te miro pango, te miro whereo”

Literal meaning –

“Through the eye of the needle pass the white thread, the black thread, and the red thread.”

This whakataukī has implications for the connections and collaboration that may arise from working towards supporting a common vision.



CONTEXT

The following Ngāti Kahungunu whakataukī / pepeha (Localised saying) describing Heretaunga incorporates concepts of diversity and hospitality that reflect key outcomes sought by this strategy.

Heretaunga Haukū nui

Heretaunga Ararau

Heretaunga Hāro o te Kāhu

Heretaunga Takoto noa

Heretaunga of life giving dew

Heretaunga of Arcadian pathways

Heretaunga, beauty of which can only
be seen by the hawk

Heretaunga that has been left to us
the humble servants

CONTEXT

Heretaunga-haukū-nui, Heretaunga-ara-rau, Heretaunga-hāro-o-te-kāhu, Heretaunga-raorao-haumako, Heretaunga-ringahora, Heretaunga takoto noa. Tihei Heretaunga!

He whakataukī tēnei i whānau mai i ngā kōrero ā-iwi (kupu whakarite, kiwaha, pepeha) me te hononga ki te rohe o Heretaunga. Ka āta whakamāramahia te hononga ki te wāhi me ngā kōrero huhua ka tuitui nei i te rohe whānui o Heretaunga.

Heretaunga-haukū-nui - he kōrero whakamārama tēnei i te āhua o te kohu ka tārewa i runga i a Heretaunga me ngā haukū nui nō mai anō.

He tohu te kohu nō te whenua haumako, nō ngā wai whakaora me te nui o ngā kai pēnei i te ika, te heihei, te hipi, te kau, ngā huawhenua me ngā huarākau. Katoa ēnei he mea whāngai ki te hapori whānui.

He hononga tō te rārangi nei ki te manawapou o roto i ngā awa, ngā hikuwai, ngā repo, ngā roto me ngā puna pēnei i te kohu. Nā te manawapou nei i haumako ai ngā whenua o te rohe o Heretaunga, ā, koinei hoki i mōhiotia ai ngā whenua nei, hai whenua haumako i Aotearoa.

Heretaunga-ara-rau - he kōrero anō tēnei e pā ana ki ngā ara maha i te whenua me ngā wai anō hoki ka ū ki te rohe nei, kia haumako ai te rohe o Heretaunga. He kōrero hoki a Ararau mō te kanorau, te kōrero, te āhuatanga, te tuinga me te mahi tahi o te whakaaro, te tuakiri me te whakamāramatanga. Katoa ēnei āhuatanga ka hāngai ki te hua o te “Ararau,” te kanorau me te oranga i roto i ngā “ararau” o Heretaunga. Waihoki, he mea whakamahi tēnei wāhanga nō te whakataukī hai ingoa mō tēnei kaupapa here Reo Māori.

Heretaunga-hāro-o-te-kāhu - he kōrero tēnei e hāngai ana ki te rerehua o te whenua me ngā wai, he rerehutatanga i ōna wā ka kitea noa ihotia e te kāhu nōna e rere ana. Ka rere te kāhu i te rangi hai rapu i ana kai, me te aha ka whai hononga mātau ki te ātaahua o te āhua o te kite i a ia e rere ana i te rangi, ka kīia te hononga rā e te mana whenua ko Heretaunga hāro-o-te-kāhu. Mā te whakanui i te rerehua o tēnei āhuatanga me te whakamana i te hītori o te mana whenua e whakakitea ai ō mātau whenua ki te motu nei, ki tāwāhi anō hoki.

Heretaunga-raorao-haumako - he kōrero tēnei ka whakanui i te haumakotanga o ngā raorao me ngā mānia e puta ai ngā hua ahuone, hua wāina anō hoki me ngā kararehe ahuwheua ka whāngaihia e te whenua. Ko Papatūānuku te whakatinanatanga o te whenua e manaaki nei i te haumakotanga o Heretaunga, nā konā i hua ake ai ngā kai me ngā rauemi maha, e mōhiotia whānuitia ana, nō te rohe o Heretaunga.

Heretaunga-ringahora - he kōrero tēnei e hāngai ana ki te wairua manaaki me te wairua atawhai o te rohe. He kōrero a ringahora mō te manaakitanga me te hora o ngā ringa hai pōhiri atu i te tangata.

E hāngai hoki ana ki tā te mana whenua, manaaki i ngā manuhiri ki Heretaunga, he āhuatanga nō ngā tau 1820 ā mohoa noa nei.

Heretaunga takoto noa - he kōrero tēnei mō ngā rangatira maha o Heretaunga kua ngaro atu ki te pō me te whakaaro ia, whatungarongaro te tangata, toitū te whenua. Waihoki, he mea nui te manaaki i te whenua e whai oranga ai ngā uri whakaheke. 81,000 ngā tāngata i te rohe o Heretaunga i ēnei rā. Tōna 26% o aua tāngata rā he.

Māori, ā, ko te nuinga nō Ngāti Kahungunu. Ko Ngāti Kahungunu te iwi nui tuatoru i Aotearoa nei, ā-tāngata. Tōna 10% Māori nō Ngāti Kahungunu.



Peter Scott (Above Hawke's Bay)

CONTEXT

Heretaunga-haukū-nui, Heretaunga-ara-rau, Heretaunga-hāro-o-te-kāhu, Heretaunga-raorao-haumako, Heretaunga-ringahora, Heretaunga takoto noa. Tihei Heretaunga!

The proverb above is inspired by and reflective of the cultural narratives (metaphors, idioms, local sayings), and their intrinsic connection and relationship to Hastings district. An explanation of this whakataukī describes the inherent connection with place and the local cultural narratives that weave together the threads that represent Heretaunga:

Heretaunga the life-giving dew and waters - Describes the thick fog that hovered over Heretaunga and the heavy dew from when the first arrivals landed here centuries ago. The fog was and remains a symbol of warm land, life enriching waters and a veritable breeding ground of fish, fowl, livestock, produce and fruit to support a huge and diverse community. The translation of this line refers to the lifeblood from the rivers, streams, swamps, lakes and the aquifers including the heavy mists. This lifeblood, is what gives the Hastings district the fertility that it is renowned for as being amongst the best lands in Aotearoa New Zealand.

Heretaunga of converging pathways - Is a further saying about the myriad of pathways both on the land and on the waters that all converge on the area, and that give it its fertile oasis status as the Hastings District. Ararau also speaks of diversity, discourse, innovation, collision and a collusion of ideas, identity and interpretation. These descriptions all refer to the productivity from the notion of 'ararau', which lends itself to great diversity and ultimately sustenance and production from the 'ararau' of Heretaunga. Accordingly, this phrase that forms part of the broader proverb, is also used as the name for this Te Reo Māori Policy.

Heretaunga from the eye of the hawk - Refers to the amazing beauty of the land and waterways, which once upon a time could only be seen by the sharp eye of the hawk soaring in full flight. The kāhu soars above the landscape to scope its prey but in doing so has a beautiful backdrop that we are inherently part of and which is commonly referred to by mana whenua as Heretaunga hāro-te-kāhu. Celebrating the beauty that is this stunning backdrop, and that represents the local heritage of mana whenua today, makes our landscapes more visible both locally and nationally.

Heretaunga of the fertile plains - Pays homage to the lowlands or plains that are rich and fertile that produce the vast range of horticultural and viticultural produce and fruits as well as the agricultural livestock that the lands nurture and grow. Earth Mother represents the land that nurtures the fertility of Heretaunga from which springs forth the rich bounty of food and resources that Hastings district is renowned for.

Heretaunga of its hospitality and open arms - Refers to the hospitality and kindness that the district is also renowned for. Ringahora is a metaphorical representation that symbolises hospitality with open hands and an acknowledgement of the welcome extended by mana whenua to settlers and visitors to Heretaunga since the 1820s.

Heretaunga of the departed chiefs - Is in reference to Heretaunga of the many departed chiefs and the notion that while people may come and depart, the land endures. Accordingly, strong leadership is aspired to, to ensure that the land is safe and that it is left in even better condition than it currently is for generations to come. Today, Hastings district is home to 81,000 people. Approximately 26% of the population identify as Māori with the majority belonging to Ngāti Kahungunu. Ngāti Kahungunu are the 3rd largest iwi by population in Aotearoa New Zealand and account for 10% of the entire Māori population.



VISION

Hastings District is an inclusive, welcoming community where everyone belongs.

GOALS

- 1. Multiculturalism and diversity is celebrated in the Hastings district**
 - Publicise and raise awareness of cultural events in the Hastings district so that residents' lives can be enriched
 - There is a shared sense of pride in being part of a culturally diverse and vibrant community.
- 2. Hastings district is a welcoming, inclusive and safe place for all**
 - People of all cultures and backgrounds feel welcome and their identity is respected
 - People are connected and feel that they belong in the community
 - People feel safe in the community
 - Public spaces reflect the diverse cultures in the Hastings district.
- 3. People of all cultures have equitable access to council services and resources**
 - Council facilities, services and activities are easily accessible by all.
- 4. All residents feel empowered to participate in council decision-making**
 - People of all cultures and backgrounds are active in all forms of civic participation.
- 5. Council to be a role model in terms of cultural diversity in the workforce**
 - Hastings District Council is an inclusive and diverse organisation that understands and responds to the diversity of the community it serves.



STRATEGY PRINCIPLES



The Treaty of Waitangi¹ is New Zealand's founding document



Multiculturalism is a strength of the Hastings district and should be celebrated



Communities are best placed to lead their own development; including identification of needs and aspirations



The Treaty gives us an opportunity to share this land and to recognise the concept of manaakitanga (hospitality)



A harmonious community requires respect and understanding of all cultures that live in the Hastings district



There is no place in the Hastings district for racism and discrimination



Ngāti Kahungunu hold mana whenua in the Hastings district and their manaaki extends to all cultures that reside in the Ngāti Kahungunu rohe



The strategy will require collaboration – council, community and stakeholders working together



Where possible we will respond through the people we have and existing budgets

¹ - For information about the Treaty of Waitangi and its history see this link - www.nzhistory.govt.nz/politics/treaty/the-treaty-in-brief

PRIORITY ACTIONS

Priority actions to contribute towards the strategy's goals:

GOAL 1

Multiculturalism and diversity is celebrated in the Hastings district

- Develop a calendar that highlights a range of cultural events that take place in the Hastings district
- Linked to the cultural calendar – provide opportunities for the community to experience different art and cultural events in the Hastings district
- Increase the acknowledgement, promotion and celebration of language weeks.

GOAL 2

Hastings is a welcoming, inclusive and safe place for all

- Support connections with mana whenua
- Explore the Welcoming Communities accreditation when offered by NZ Immigration (See Appendix 2 for more information about Welcoming Communities)
- Host a Recognised Seasonal Employer (RSE) workers event
- Support the international student welcome in collaboration with EIT and Napier City Council
- Create and promote public art that celebrates and reflects diversity
- Create a welcome board at council reception – that welcomes people in different languages and shows the diversity of the council's workforce
- Reflect diversity in communications including positive images of diverse cultures and signage in different languages.

GOAL 3

People of all cultures have equitable access to council services and resources

- Develop a database of local cultural group contacts to facilitate communication between council and the community
- Socialise the Multicultural Strategy across council to ensure contribution to the strategy's goals are maximised
- Develop a welcome pack that contains key information about the Hastings district including council services and resources and make this available to the community
- Provide opportunities for the councillors to engage with diverse cultures in their own spaces – this could be facilitated by the cultural calendar.

GOAL 4

All residents feel empowered to participate in council decision-making

- Explore ways to add value to the citizenship ceremonies – e.g. share more local information and opportunities
- Have key communications in different languages including the council's website.

GOAL 5

Council to be a role model for cultural diversity in the workforce

- Create and deliver cultural competency training to staff
- Develop a Diversity Workforce Policy.

MULTICULTURAL STRATEGY ACTIONS FOR YEAR 1

ACTION	WHO	PARTNERS
Develop a cultural calendar that highlights a range of cultural events that take place in the Hastings district	<ul style="list-style-type: none"> Marketing and Communications 	<ul style="list-style-type: none"> Multicultural Association Pasifika community
Linked to the cultural calendar – promote opportunities for the community to experience different art and cultural events in the Hastings district	<ul style="list-style-type: none"> Civic Pride Marketing and Communications Hastings District Libraries Toitōi Hastings City Art Gallery 	<ul style="list-style-type: none"> Multicultural Association HB Settlement Forum
Increase the acknowledgement, promotion and celebration of language weeks	<ul style="list-style-type: none"> Marketing and Communications Hastings District Libraries 	<ul style="list-style-type: none"> HB Settlement Forum Pasifika community

ACTION	WHO	PARTNERS
Arrange a marae visit for newcomers to Hawke's Bay	<ul style="list-style-type: none"> Multicultural Association 	<ul style="list-style-type: none"> Local Marae
Explore the Welcoming Communities accreditation when offered by NZ Immigration	<ul style="list-style-type: none"> Strategy and Development 	<ul style="list-style-type: none"> Community Multicultural Association HB Settlement Forum
Host the Hawke's Bay Harvest Festival (A Recognised Seasonal Employer (RSE) workers event)	<ul style="list-style-type: none"> Marketing and Communications Chief Executives Office 	<ul style="list-style-type: none"> Hawke's Bay Regional Council Napier City Council Office of Ethnic Communities various local horticultural businesses

ACTION	WHO	PARTNERS
Develop a database of local cultural group contacts to facilitate communication between Council and the community & keep it updated		<ul style="list-style-type: none"> Pasifika community Multicultural Association
Socialise the Multicultural Strategy across Council to ensure contribution to the strategy's goals are maximised across council	<ul style="list-style-type: none"> Chief Executive's office Leadership Management Team 	

ACTION	WHO	PARTNERS
Explore ways to add value to the Citizenship ceremonies	<ul style="list-style-type: none"> Chief Executive's office 	<ul style="list-style-type: none"> Department of Internal Affairs Multicultural Association Pasifika community
Start to develop a Diversity Workforce Policy	<ul style="list-style-type: none"> People and Capability 	





IMPLEMENTATION

A five year action plan incorporating priority actions in this Strategy will be developed and driven by a reference group made up of relevant Council officers and partners. The Council will gradually integrate the strategy into relevant Council plans and activities through the Leadership Management Team.

Where possible we will implement actions within existing budgets however if required council will budget new actions in the plan through future years' Annual Plan processes.

MONITORING & REVIEW

The Multicultural Strategy Reference Group will monitor progress with implementation of the action plan. Progress will be reported on an annual basis to Council's Operations and Monitoring Committee. This strategy will be reviewed five years after being endorsed by council.

APPENDIX 1 – HASTINGS DISTRICT DEMOGRAPHICS²

Population of the
Hastings District

81,537

(Census 2018)

Population of
Ethnic Groups

58,509

European

22,260

Māori

6,519

Pacific

4,557

Asian

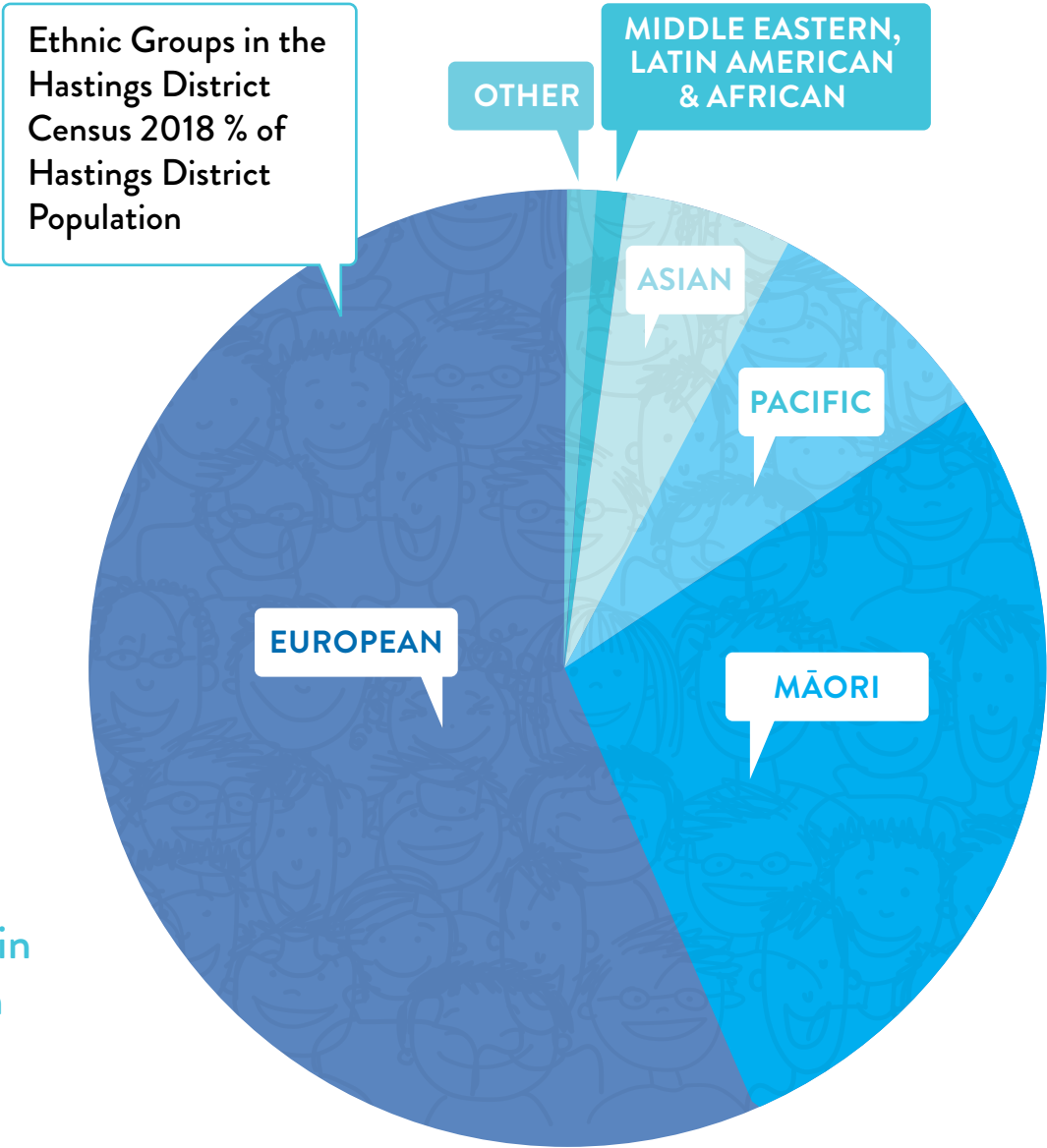
405

Middle Eastern, Latin
American & African

900

Ethnicity (other)

(Census2018)

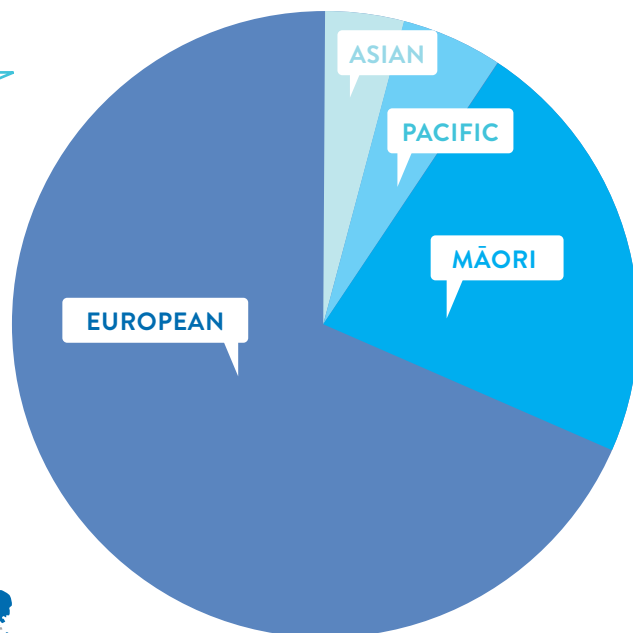


Ethnic Groups in the Hastings District Census 2013 % of Hastings District Population

17.4%

of people in the Hastings district were born overseas
(Census 2018)

Among people born overseas who are now living in the Hastings district the most common birthplace was England
(Census 2018)



LANGUAGES SPOKEN

HELLO!

KIA ORA!

after English, the next most common language spoken in Hastings district is **TE REO MĀORI, SPOKEN BY 7% OF PEOPLE** (Census 2018)

82%

77.7%

of people in Hastings district speak only one language

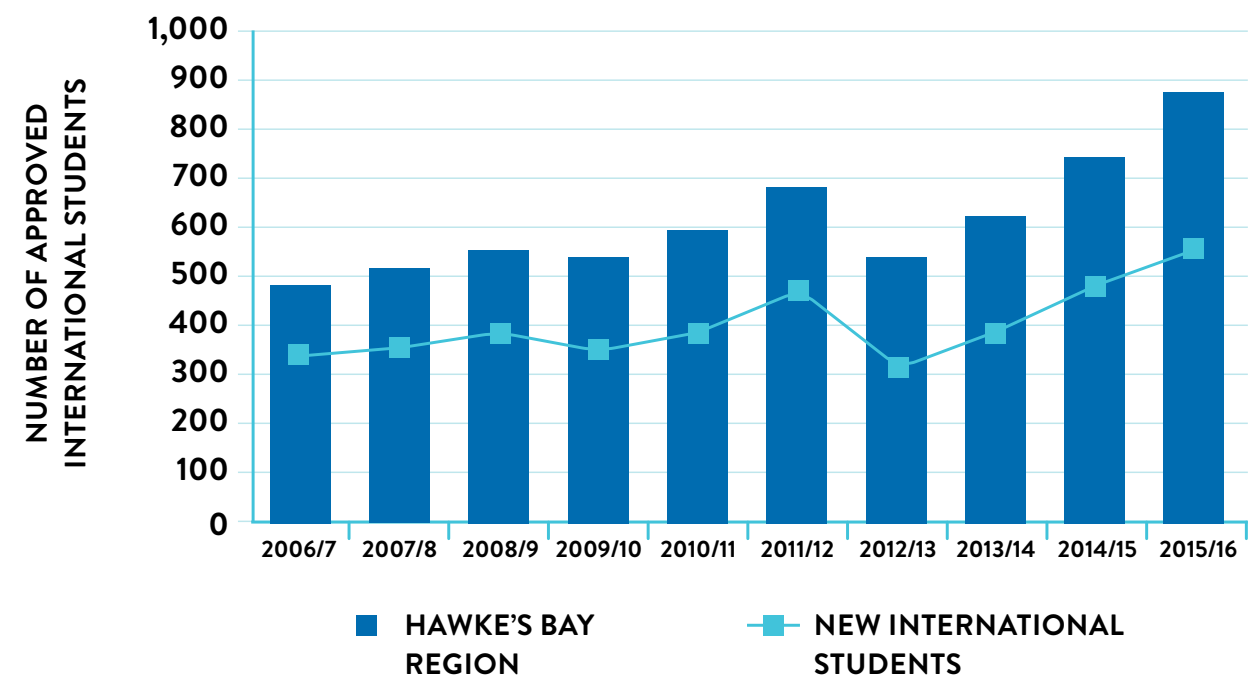
COMPARED TO...

of people for all of New Zealand
(Census 2018).

New Zealand Sign language is used by **FEWER THAN 0.5%** of people in the Hastings district
(Census 2018)

INTERNATIONAL STUDENTS

The number of international students choosing to study in Hawke’s Bay has been increasing, with 878 international students approved for study in Hawke’s Bay in 2015/16 growing to 1,283 in 2017.³ Learning Hawke’s Bay advises that its member schools and institutions reported a total of 1,257 international students in 2018 (vs the Ministry of Education data of final number yet to be confirmed with its members.



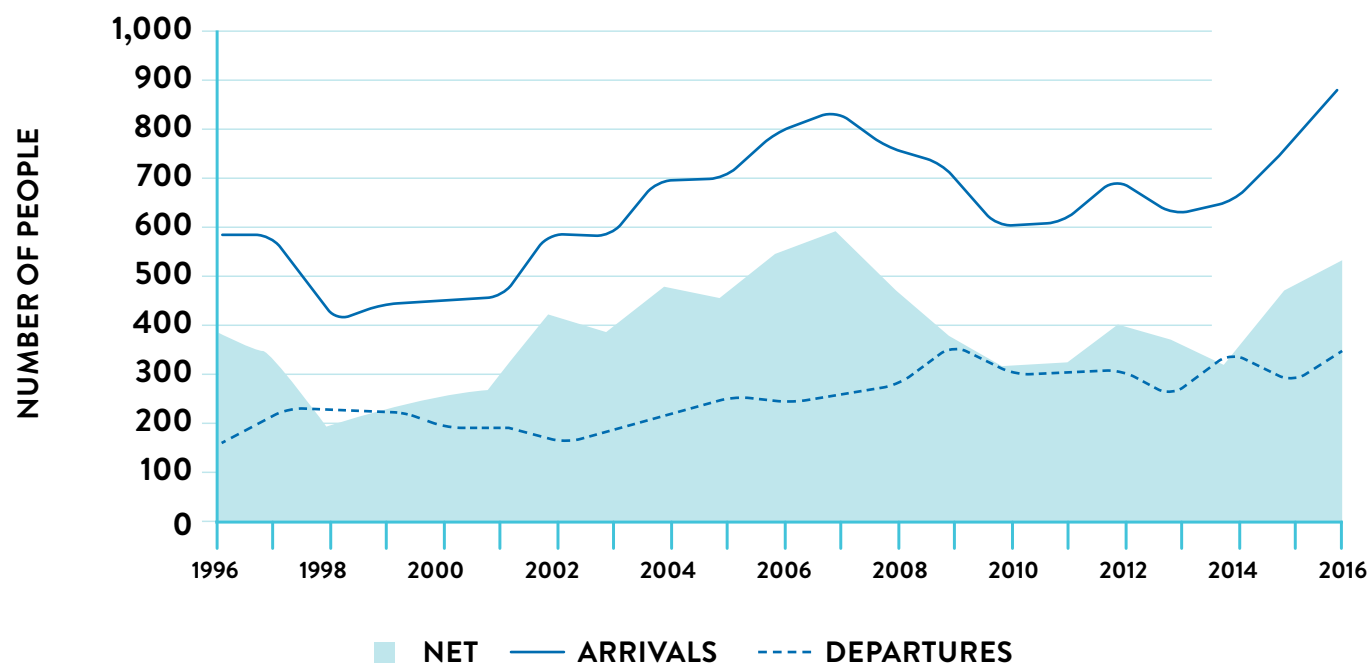
Source: Ministry of Business, Innovations and Employment

Note: This is a count of individuals approved for a student visa rather than the number of visa applications.

³ Formal data captured by the Ministry of Education on their ENROL system, which does not include groups of students coming here to study short-term.

MIGRATION

The following graph shows that there has been more permanent and long-term arrivals of non-New Zealand and non-Australian citizens than departures in the region. In June 2016, there were 871 permanent and long term arrivals in Hawke’s Bay. Note that these figures are based on people’s intention rather than their actual stay in New Zealand. Note – An arrival or departure is permanent and long term if the intended length of stay or absence is 12 months or more.



Source: permanent and long-term statistics, Statistics NZ

Note: Net migration flow is the difference between the number of permanent and long-term (PLT) arrivals and departures.

APPENDIX 2 – STRATEGIC LINKS

The strategy links to a number of national policies and plans.

The Human Rights Commission

The Human Rights Commission works across New Zealand to increase human rights standards in law, policy and practice. As New Zealand's human rights institution they work for a free, fair, safe and just New Zealand, where diversity is valued and human dignity and rights are respected. Please follow this link to learn about the work of the Human Rights Commission in New Zealand - www.hrc.co.nz/our-work/

Welcoming Communities (New Zealand Immigration)

Welcoming Communities brings together local government councils and communities to make places more welcoming for everyone. The programme is an initiative of Immigration New Zealand, working in collaboration with the Office of Ethnic Communities, the Department of Internal Affairs and the Human Rights Commission. Elements of the programme, including the standard (essentially an accreditation process), have been designed together with these agencies and the councils participating in the pilot.

Welcoming Communities is part of an international 'welcoming' movement that shares best practice. Similar initiatives operate in Australia, Canada, Europe and the USA.

There are eight elements of the Welcoming Communities Standard:

- Inclusive Leadership
- Welcoming Communications
- Equitable Access
- Connected and Inclusive Communities
- Economic Development, Business & Employment
- Civic Engagement & Participation
- Welcoming Public Spaces
- Culture & Identity

For more information about Welcoming Communities see their website - www.immigration.govt.nz/about-us/what-we-do/welcoming-communities

The Office of Ethnic Communities

The Office of Ethnic Communities is the government's principal advisor on ethnic diversity in New Zealand. It provides information, advice and services to ethnic communities and administers funds to support community development and social cohesion. New Zealand's ethnic communities come from diverse geographies and cultures, with a broad range of life experiences. The Office's mandated communities include anyone in New Zealand who identifies their ethnicity as Middle Eastern, Latin American, African, Asian, and Continental European, and their vision is to ensure that communities are welcoming and inclusive, diversity is valued, and all people participate in and contribute fully to society.

To learn more about the Office of Ethnic Communities please visit their website www.ethniccommunities.govt.nz

APPENDIX 3 – ACKNOWLEDGMENTS

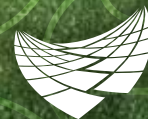
Thank you to the members of the Hastings District Multicultural Strategy Working Group. Special acknowledgement to the community members of this group who have volunteered their time to this project.

The past and present members of this group are:

Abigail Masengi (Youth Council representative 2018)
Amataga Iuli
Boston Wynyard (Youth Council representative 2019)
Councillor Geraldine Travers
Hena Dugh (Youth Council representative 2018)
Jenny Too
Councillor Kevin Watkins
Olive Tanielu
Ondre Hapuku-Lambert (Youth Council representative 2019)
Paola Stobart
Pelerose Vaima'a (Youth Council representative 2019)
Rizwaana Latiff
Sally Russell

Thank you to other key contributors and supporters:

Hawke's Bay Multicultural Association
NZ Multicultural Council
Hawke's Bay Migrant Support Group
Heretaunga Women's Centre
Immigration NZ
Ministry of Business, Innovation & Employment
Housing New Zealand
Hastings District Youth Council
Eastern Institute of Technology – EIT
Hastings Business Association
Hawke's Bay District Health Board
Health Hawke's Bay
Hastings Citizens Advice Bureau
Wesley Institute of Learning
Hastings District Libraries
Kimi Ora School
Flaxmere and Camberley Community Centres
Finally, thank you to the many community members that provided their time, thoughts and valued ideas.



HASTINGS
HEART OF HAWKE'S BAY