



# Council Briefing

## *Hui Whakamōhio*

Wednesday, 19 February 2025  
*Wenerei, 19 Huitanguru 2025*

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



Chief Executive: Steven Perdia | Publication Date: 14 February 2025



**Recording the Briefing - *Ka hopuhia te hui****Recording the Briefing - Ka hopuhia te hui***PLEASE NOTE**

The **public section** of this briefing will be recorded.

All care will be taken to maintain your privacy however, as a visitor in the public gallery, your presence may be recorded. By remaining in the public gallery, it is understood your consent is given if your image is inadvertently recorded.

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**A Membership - *Mematanga***

**A**      *Membership - Mematanga*

Mayor Dr Victor Luca

Deputy Mayor Lesley Immink

Councillor Toni Boynton

Councillor Gavin Dennis

Councillor Andrew Iles

Councillor Wilson James

Councillor Julie Jukes

Councillor Tu O'Brien

Councillor John Pullar

Councillor Ngapera Rangiaho

Councillor Nándor Tánczos

**B Briefing Purpose - *Te Take o te hui*****B** *Briefing Purpose - Te Take o te hui*

Councillors have many complex issues about which to make decisions and rely on the advice they receive from the administration. Complex issues often require more extensive advice processes which culminate in the council report. Briefings are a key feature to help prepare Councillors with the appropriate background and knowledge for robust decision making during future meetings. They are sessions during which Councillors are provided with detailed oral and written material, and which provide Councillors with the opportunity to discuss the issues between themselves and with senior council staff.

Briefings are scheduled monthly; however due to the nature of Council business, additional Briefings may be held.

Briefings cannot be used to make final decisions, as final decisions and resolutions cannot lawfully be made outside the context of a properly constituted meeting.

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## **1 Karakia**

### [1 Karakia](#)

### [2 Briefing Notices - Ngā Pānui o te hui](#)

#### **1. Recording**

Welcome to members of the public who have joined us today.

Council Briefings are recorded. Public gallery attendees' presence implies your consent to being broadcast.

Recordings are available upon request.

#### **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.

#### **3. Acknowledgements**

### [3 Apologies - Te hunga kāore i tae](#)

#### **4 Presentations - *Whakaaturanga***

#### [4](#)      [Presentations - \*Whakaaturanga\*](#)

##### [4.1](#)      [Draft Diversity, Equity & Inclusion Policy Update](#)

Ayla Naidoo and Karen Summerhays will speak to the attached report and Appendices.

4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)



# DEI Policy Submission Summary

Council Briefing - 19 Feb 2025

Presenting:

Ayla Naidoo – Strategic Policy Analyst

Karen Summerhays – Senior Community Development Advisor



4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

# Purpose



## Today's Council Briefing

- Information sharing
- Your feedback on submissions
- Conversations/Discussions

Policy will be **updated** accordingly

## 6 March - Living Together Committee

- Deliberations
- Decision

Policy will be **adopted** accordingly



4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

## In your pack today...



- Draft Diversity, Equity & Inclusion Policy (as consulted on)
- Copies of the submissions we received
- Staff summary of the main themes of submissions



4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

# Background



- Focus groups and migrant communities research
- Draft DEI Policy approved for consultation – 3 Oct 2024
- Submissions opened - 4 Nov 2024
- Submissions closed - 5 Dec 2024
- Verbal submissions were heard on 5 Dec 2024



4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

## Overview of submissions



- 21 Kōrero mai submitters
- 6 written submissions
- 1 oral submission
- 75% generally agree with the policy, 24% generally don't agree, 2% unsure if they agree
- 64% think the policy supports themselves and/or others, 21% don't think so, 14% are unsure
- Older people, disabled people, rural people were the majority of submitters
- 41 – 50 most popular age group
- Mix of individual and group submissions

5

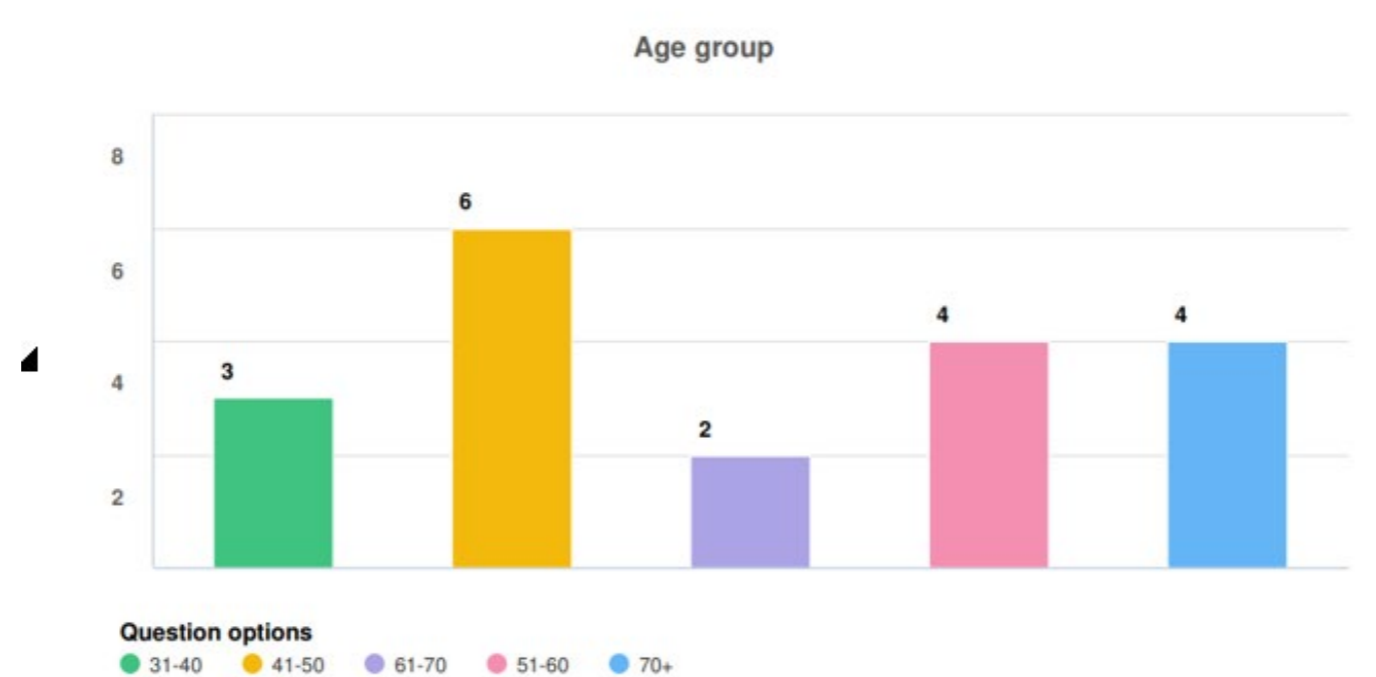


## 4.1 Draft Diversity, Equity &amp; Inclusion Policy Update(Cont.)

# Age Group (Kōrero mai demographics)



Age Group



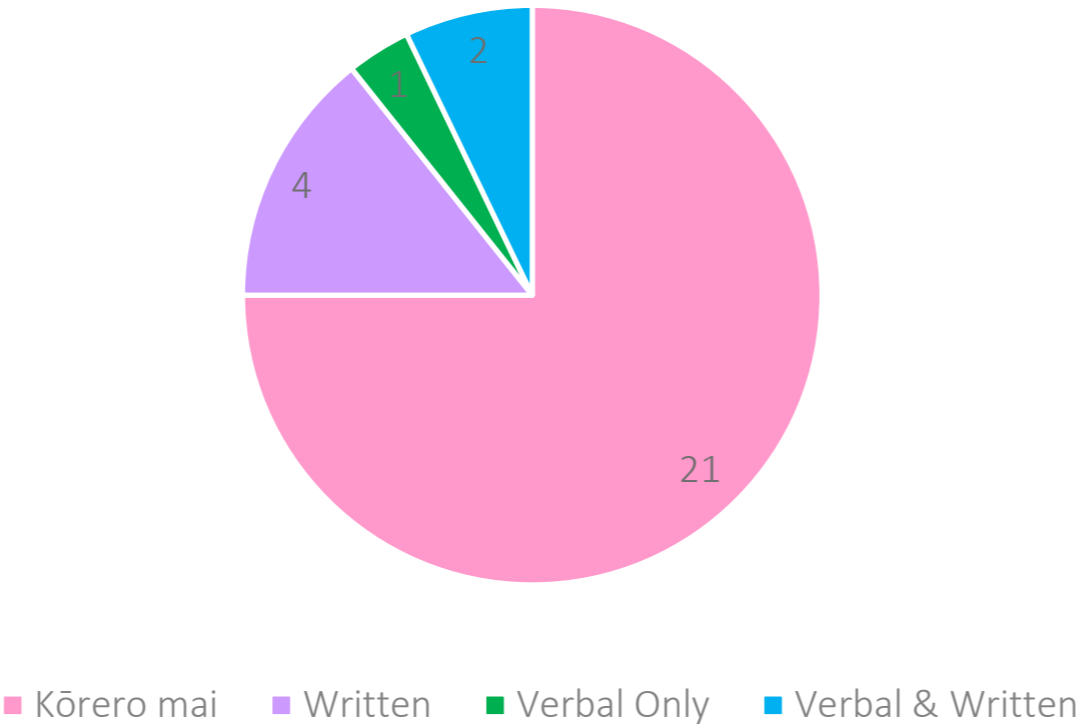
4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

# Submission Type



WHAKATĀNE  
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*Kia Whakatāne au i ahau*

Submission Type

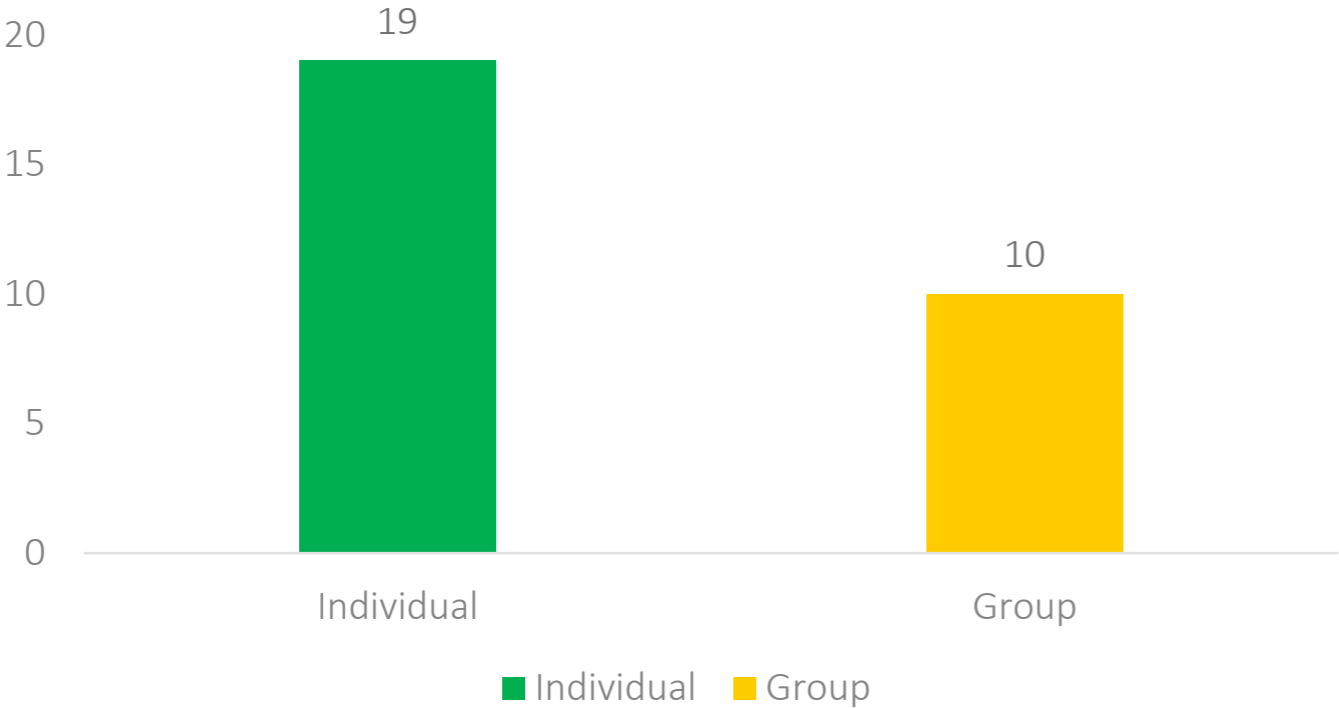


4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

# Individual or Group Submission



Individual or Group/Business/Organisation Submission?

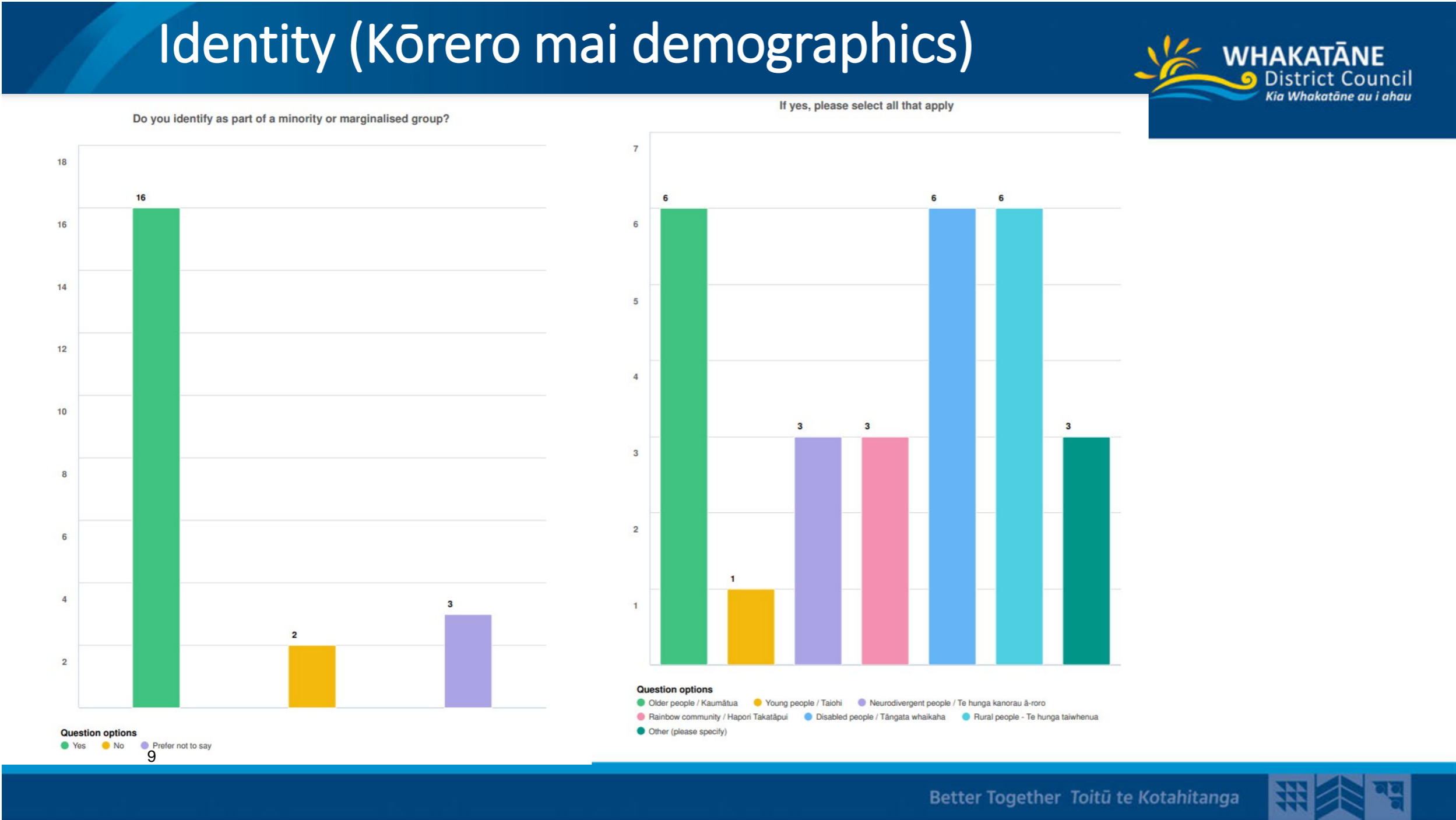


Groups in Support:

- 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

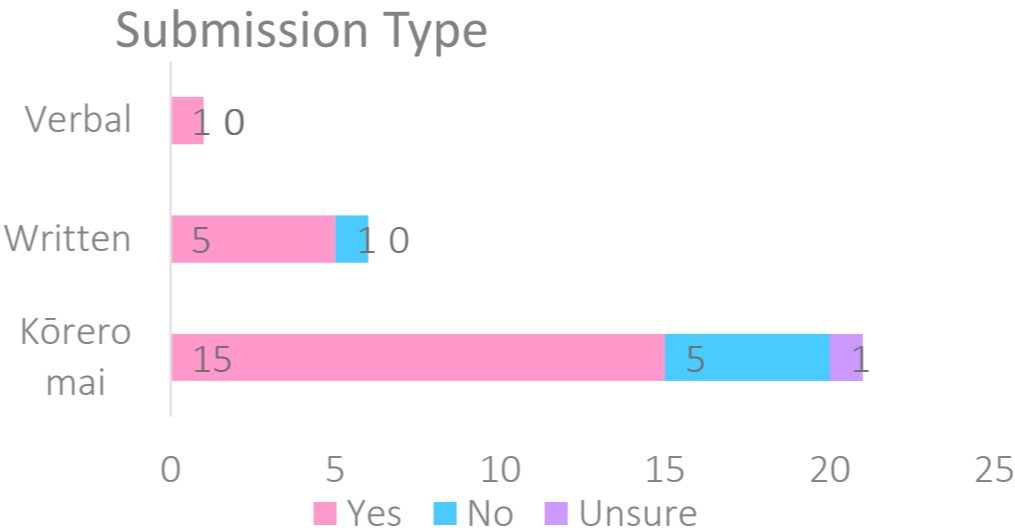
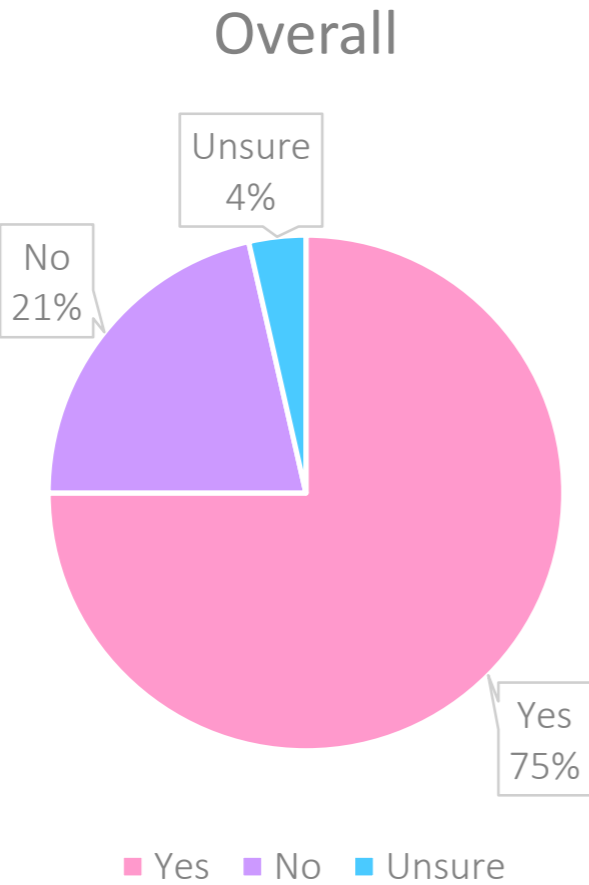


4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)



4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

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

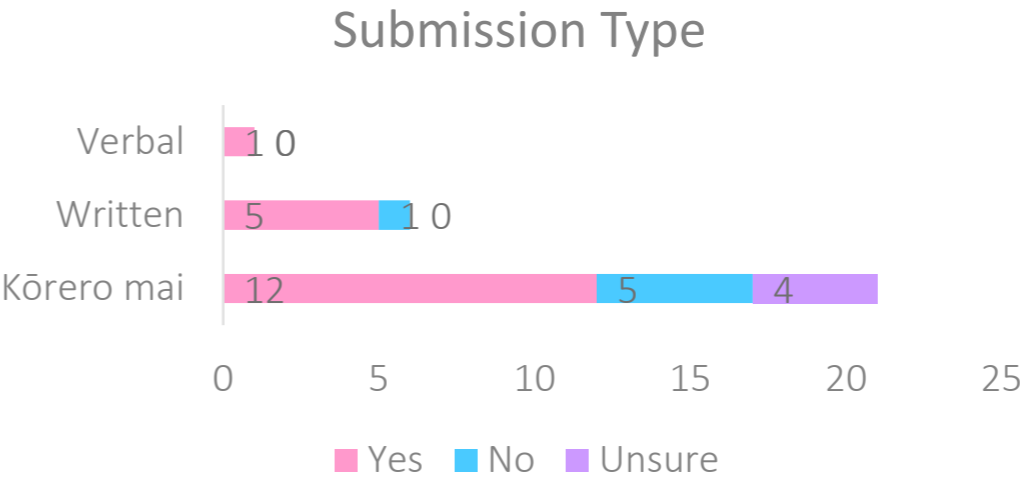
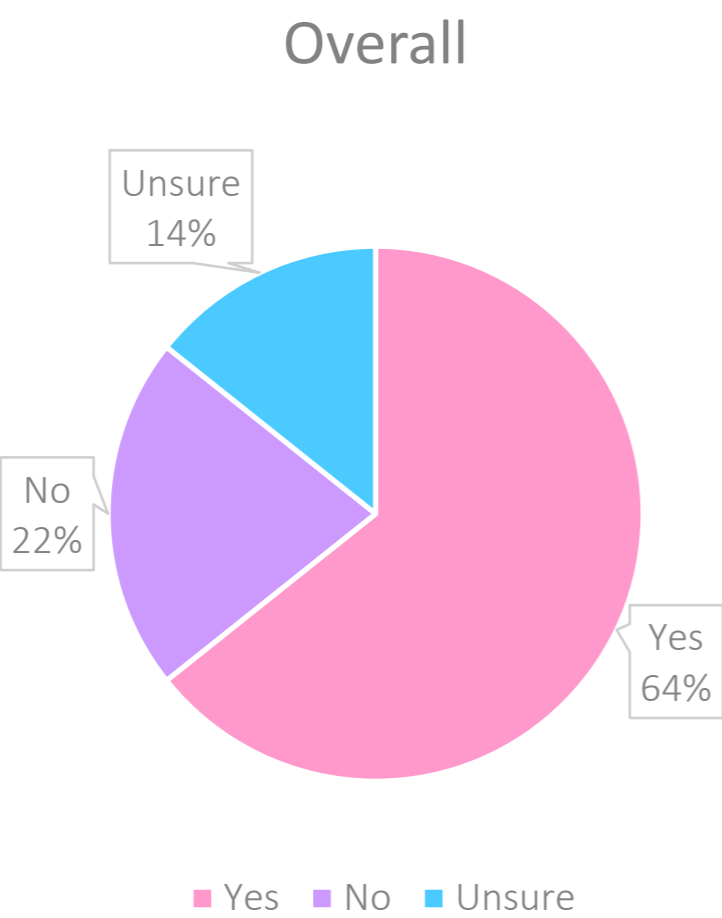


4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

# Do you think this policy supports you and/or others?



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4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

## Main Themes - In Support



- Recognition that policy was needed
- Community connection
- Wider inclusion
- Focus on education and awareness is important
- Civics programmes
- Recognition our marginalised and minority communities have important insight for decision-making
- ‘Nothing about us without us’ principle
- Alignment with Te Toi Waka Whakarei Strategy
- Development of community-led action plans, leading to tangible benefits



4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

## Main Themes - Not In Support



- Geo-political landscape
- Meritocratic arguments
- Equality vs. Equity



4.1 Draft Diversity, Equity & Inclusion Policy Update(Cont.)

## Main Themes - Unsure



- Wording of definitions/Terminology
- Policy scope
- Implementation and monitoring of Policy



## Your Policy Feedback – Comments



# Your questions and comments?



#### **4.1.1 Appendix 1**

#### **4.1.1 Appendix 1**

Draft Diversity, Equity and Inclusion Policy.

4.1.1 Appendix 1(Cont.)

# Draft Diversity, Equity and Inclusion Policy

Te Kaupapa Here Manarau, Tautika  
me te Kauawhi Hukihuki

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

whakatane.govt.nz



**4.1.1 Appendix 1(Cont.)**

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#### 4.1.1 Appendix 1(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 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.

**4.1.1 Appendix 1(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 Whakarei Strategy**

The Te Toi Waka Whakarei Strategy supports the Diversity, Equity and Inclusion (DEI) Policy. Te Toi Waka Whakarei 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.

**4.1.1 Appendix 1(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:

**4.1.1 Appendix 1(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

#### 4.1.1 Appendix 1(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

#### 4.1.1 Appendix 1(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.

**4.1.1 Appendix 1(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:

#### 4.1.1 Appendix 1(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.

**4.1.1 Appendix 1(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.

#### **4.1.2 Appendix 2**


#### **4.1.2 Appendix 2**

Draft DEI Policy Survey Responses.

4.1.2 Appendix 2(Cont.)



#### 4.1.2 Appendix 2(Cont.)

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

#### 4.1.2 Appendix 2(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.

**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 Mopeth 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.

#### 4.1.2 Appendix 2(Cont.)

	<b>Respondent No:</b> 2 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Nov 13, 2024 12:19:41 pm <b>Last Seen:</b> Nov 12, 2024 22:59:58 pm <b>IP Address:</b> 161.29.226.244
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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	<p>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'.</p>
Q14. Please share your feedback around the safety section of the draft policy	<p>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.</p>

#### 4.1.2 Appendix 2(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.

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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.

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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?

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

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#### 4.1.2 Appendix 2(Cont.)

 <b>Respondent No:</b> 3 <b>Login:</b> Anonymous <b>Email:</b> n/a		<b>Responded At:</b> Nov 20, 2024 11:05:25 am <b>Last Seen:</b> Nov 20, 2024 11:05:25 am <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?	Please explain why you've provided this answer Not sure that as a prostate cancer survivor we are being recognized	
Q12. Do you think this policy supports you and/or others?	Unsure Please provide further detail if relevant 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	

**4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(Cont.)

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

#### 4.1.2 Appendix 2(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.

**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.

**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.

**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

#### 4.1.2 Appendix 2(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?	<p><b>Please explain why you've provided this answer</b></p> <p>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.</p>	

#### 4.1.2 Appendix 2(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.

#### 4.1.2 Appendix 2(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.


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**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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#### 4.1.2 Appendix 2(Cont.)

	<b>Respondent No:</b> 6 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Nov 28, 2024 12:54:17 pm <b>Last Seen:</b> Nov 28, 2024 12:54:17 pm <b>IP Address:</b> n/a
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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 be written in policy, that is Common-sense.

#### 4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(Cont.)

 <b>Respondent No:</b> 7 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]		<b>Responded At:</b> Nov 29, 2024 11:42:00 am <b>Last Seen:</b> Nov 29, 2024 11:42:00 am <b>IP Address:</b> n/a
Q1. Name	[REDACTED]	
Q2. Email address	[REDACTED]	
Q3. Ethnicity	Pākeha	
Q4. Iwi affiliation/s (if applicable)	Nil	
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	Nil	
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?	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	Nil.	
Q14. Please share your feedback around the safety section of the draft policy	7.3.3 - How far will this go? Does this relate to built, physical environment only?	
Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy	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!	
Q16. Please share your feedback around the 'inclusive leadership and reasonable accommodations' section	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?	

#### 4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(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	Other (please specify) Everyday, average, patriotic, New Zealander	

#### 4.1.2 Appendix 2(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.

#### 4.1.2 Appendix 2(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.

#### 4.1.2 Appendix 2(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
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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

**4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(Cont.)

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

#### 4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(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	

#### 4.1.2 Appendix 2(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

#### 4.1.2 Appendix 2(Cont.)

 <b>Respondent No:</b> 12 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]		<b>Responded At:</b> Dec 02, 2024 15:21:07 pm <b>Last Seen:</b> Dec 02, 2024 15:21:07 pm <b>IP Address:</b> n/a
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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	Paraed 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
<b>Q13. Please share your feedback around the education and awareness section of the draft policy</b> 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	
<b>Q14. Please share your feedback around the safety section of the draft policy</b> 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.	
<b>Q15. Please share your feedback around the civics, democracy and decision-making section of the draft policy</b> Further to above, people will feel more valued as there is an opportunity to give feedback and input into the Council's projects	

#### 4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(Cont.)

 <b>Respondent No:</b> 13 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]		<b>Responded At:</b> Dec 03, 2024 10:52:58 am <b>Last Seen:</b> Dec 03, 2024 10:52:58 am <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?	<b>Please explain why you've provided this answer</b> 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 and should not be reinterpreted through a 'principles' lens.	
Q12. Do you think this policy supports you and/or others?	No	
<b>Q13. Please share your feedback around the education and awareness section of the draft policy</b> 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.		

#### 4.1.2 Appendix 2(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.

**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.

**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.

**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.

**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.

#### 4.1.2 Appendix 2(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	

#### 4.1.2 Appendix 2(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.

**4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(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 whāikaha 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	

#### 4.1.2 Appendix 2(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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#### 4.1.2 Appendix 2(Cont.)

 <b>Respondent No:</b> [REDACTED] <b>Login:</b> [REDACTED] <b>Email:</b> n/a		<b>Responded At:</b> Dec 04, 2024 23:44:09 pm <b>Last Seen:</b> Dec 04, 2024 23:44:09 pm <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 Rangitāiki 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>	
<b>Q13. Please share your feedback around the education and awareness section of the draft policy</b>		
<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>		

#### 4.1.2 Appendix 2(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.

**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.

**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.


**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.

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

not answered

#### 4.1.2 Appendix 2(Cont.)

	<b>Respondent No:</b> 17 <b>Login:</b> [REDACTED] <b>Email:</b> [REDACTED]	<b>Responded At:</b> Dec 05, 2024 11:55:57 am <b>Last Seen:</b> Dec 05, 2024 11:55:57 am <b>IP Address:</b> n/a
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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 Other (please specify) People who experience Mental Health Issues- Tangata Whaiora
Q11. Do you generally agree with the draft Diversity, Equity and Inclusion Policy?	Please explain why you've provided this answer 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

4.1.2 Appendix 2(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.

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

not answered

#### 4.1.2 Appendix 2(Cont.)

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

#### 4.1.2 Appendix 2(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.

**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.

**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.

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

Not at this time.

**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.

#### 4.1.2 Appendix 2(Cont.)

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

#### 4.1.2 Appendix 2(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.

#### 4.1.2 Appendix 2(Cont.)

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

**4.1.2 Appendix 2(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.

---

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

not answered

---

**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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#### 4.1.2 Appendix 2(Cont.)

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

**4.1.2 Appendix 2(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.

---

**4.1.2 Appendix 2(Cont.)**

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**4.1.2 Appendix 2(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]

#### 4.1.2 Appendix 2(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

**4.1.2 Appendix 2(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

**4.1.2 Appendix 2(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

**4.1.2 Appendix 2(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

#### 4.1.2 Appendix 2(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](mailto:drct@drct.co.nz) [www.drct.co.nz](http://www.drct.co.nz)  
Charities Commission: CC22840

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#### 4.1.2 Appendix 2(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.

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  
Charities Commission: CC22840

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#### 4.1.2 Appendix 2(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.

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

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#### 4.1.2 Appendix 2(Cont.)

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

Prepared by: [REDACTED]

Email: [REDACTED]

Date: December 2024

##### 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 Whakareī 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.

#### 4.1.2 Appendix 2(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.

---

## 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.

#### 4.1.2 Appendix 2(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

1. Stats NZ. (2023). *Population trends in Bay of Plenty*. Retrieved from <https://www.stats.govt.nz>
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#### 4.1.2 Appendix 2(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

**4.1.2 Appendix 2(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.

#### 4.1.2 Appendix 2(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

#### 4.1.2 Appendix 2(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

#### **4.1.3 Appendix 3**

#### **4.1.3 Appendix 3**

DEI Policy - Consultation Findings and Feedback.

#### 4.1.3 Appendix 3(Cont.)

## Appendix 3:

# Information Pack: Diversity, Equity and Inclusion Policy - Consultation Findings and Feedback

The purpose of this report is to present the consultation findings for the Draft Diversity, Equity and Inclusion Policy to Council. We are seeking your feedback on the submissions, as well as any other changes to be made to the draft policy, before presenting the final policy for adoption at the Living Together Committee on the 6 March 2025.

### 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.

4.1.3 Appendix 3(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

Generally Agree with Policy and/or Policy Supports Yourself and/or Others?		
Section	Themes/Ideas	Specific Feedback
7.1. Education and Awareness Initiatives	Diversity encouraged through education and awareness  Recognition of low-socioeconomic groups.  Community connections	<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>  <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>  <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>

4.1.3 Appendix 3(Cont.)

	<p>Provide clear and relevant information – transparency</p> <p>Dignity and Respect</p> <p>Cultural Competency</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>
<b>7.2. Civics, democracy, and decision-making</b>	<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 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></p>

4.1.3 Appendix 3(Cont.)

7.3 Safe Community Spaces	Education and awareness on what safety is	<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>
	Maintenance of physical environment e.g streetlights, roads, footpaths	<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>
	Safety of shared spaces	<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>
7.4 Accessibility	Improve communication channels – accessible information	<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>
	Digital Enablement and Service	<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>

4.1.3 Appendix 3(Cont.)

	<p>Accessible Playgrounds</p> <p>Partnerships for community spaces</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>
<b>7.5 Inclusive Leadership and Reasonable Accommodations</b>	<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>
<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><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>

4.1.3 Appendix 3(Cont.)

	Monitor and Evaluate Progress Regular Reviews	<i>“Change encouraging to enabling.”</i>
	Change specific wording	<i>“It looks good, thank you for this mahi; all the work that has gone into it.”</i>
		<i>“Everything looks very well thought out and considered.”</i>
		<i>“Nice piece of reading – putting this into real life and practice will be the test of it.”</i>
		<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 treating ALL people with respect, kindness and dignity, no matter their age, gender, ethnicity, gender, sexual identity, religion, or disability.”</i>
	Community-led initiatives	<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>
	Standard Practice	<i>“Support for community-led initiatives would be great.”</i>
	Review process	<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>
		<i>“Ensure that the implementation of the DEI policy includes regular reviews and assessments of its impact on all communities especially rural.”</i>
		<i>“Can the principle “nothing about us, without us” be included.”</i>
		<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</i>

4.1.3 Appendix 3(Cont.)

	Increasing engagement and inclusion	<p><i>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><i>"Partner with local iwi, community organisations, and disability support services to co-design initiatives."</i></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>
	Partnerships	<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>
	Rural outreach	<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</i></p>

4.1.3 Appendix 3(Cont.)

	<p>Accessibility, Equity principles, Future orientation, Intersectionality</p> <p>Tangible Benefits</p> <p>Continue engagement with minority and marginalised groups</p> <p>Supporting vision</p>	<p><i>Council 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>
Generally Do Not Agree with Policy and/or Policy Does Not Support Yourself and/or Others?		
Section	Themes/Ideas	Specific Feedback
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>

4.1.3 Appendix 3(Cont.)

<b>7.2. Civics, democracy, and decision-making</b>	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>
<b>7.3 Safe Community Spaces</b>	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>
<b>7.4 Accessibility</b>		
<b>7.5 Inclusive Leadership and Reasonable Accommodations</b>	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>
<b>General comments</b>	<p>Meritocracy arguments – based on merit rather than equity</p> <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>"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></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>

4.1.3 Appendix 3(Cont.)

	Not necessary	<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 throw it out.” “No to council to adopt.” “Wasted our staff time.” “Not necessary.”</i></p>
	Equality vs Equity	<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</i></p>

4.1.3 Appendix 3(Cont.)

		<i>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>
Generally Unsure of Policy and/or Unsure if Policy Supports Yourself and/or Others?		
Section	Themes/Ideas	Specific Feedback
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</i>

4.1.3 Appendix 3(Cont.)

		<p><i>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></p> <p><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></p>
<b>7.4 Accessibility</b>	Accessible and Inclusive Facilities	<p><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></p>
<b>7.5 Inclusive Leadership and Reasonable Accommodations</b>	Internal Employment Policies	<p><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></p> <p><i>"I'm happy with this section as it relates to the Disability Convention and Human Rights Commission guidelines."</i></p>
<b>General Comments</b>	<p>Long feedback form – add text of the sections with the questions</p> <p>Hygiene considerations for older people</p>	<p><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></p> <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</i></p>

4.1.3 Appendix 3(Cont.)

		<i>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>
		<i>“No, just my appreciation of this opportunity to have a say in the development of this important document.”</i>
	Tangata Whaiora – mental health	<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>
	Internal policy awareness	<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>
	Freedom of speech and from hate speech	<i>“Freedom of speech should not mean freedom from consequences of said speech, especially when it is targeted at marginalised communities.”</i>
	Homeless persons	<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>
	Commitment to a DEI environment with respect for all individuals	<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>
	Addresses barriers	<i>“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.”</i>  <i>“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” • “Establish an advisory group with Pacific representation to ensure Pacific voices are included in policy development and implementation.” • “Collaborate with local iwi, hapū,</i>

4.1.3 Appendix 3(Cont.)

	<p>Recognition of Pacific People, Strengthening representation for Māori, Equity in accessibility, Future-proofing policy.</p> <p>Health and Wellbeing considerations</p>	<p><i>and broader Māori community groups to co-design representation mechanisms.” •“Accessibility consider adding Braille, audio recordings, and Pacific languages to the suite of accessible formats.”</i></p> <p><i>“Embed future-proofing measures into the policy by prioritising flexibility and responsiveness to demographic changes”.</i></p> <p><i>“Consider aligning DEI initiatives with long-term strategies like housing, spatial planning, and food security to address emerging needs”</i></p> <ul style="list-style-type: none"><li><i>• “Health Equity as a Cornerstone of Inclusion: Embed health equity principles into the DEI policy by aligning with the Pae Ora (Healthy Futures) framework. Include measurable objectives that address social determinants of health, such as housing, education, and employment, will ensure the policy supports holistic community well-being.”</i></li><li><i>• “Ensure the DEI policy aligns with other Council strategies to address health 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.”</i></li></ul> <p><i>“Expand Section 3.0 to demonstrate how DEI supports the Long-Term Plan, Te Toi Waka Whakareī Strategy, Social Procurement Policy, and housing initiatives.”</i></p> <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></ul>
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4.1.3 Appendix 3(Cont.)

	Amend definitions	<p>• “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”</p> <p>“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 (e.g. 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”</p> <p>“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.”</p> <p>“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.”</p> <p>“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.”</p>
	Insufficient reach	

4.1.3 Appendix 3(Cont.)

		<i>“I agree generally with the policy but do not agree that the policy sufficiently supports Pacific people.”</i>
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## **4.2 Annual Plan Budget & Consultation Assessment**

### **4.2     Annual Plan Budget & Consultation Assessment**

Leny Woolsey and Harvey Keravel will speak to the attached report.

4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Annual Plan

## Council Briefing - 19 Feb 2025

Presenting:

Leny Woolsey – GM Strategy & Growth

Harvey Keravel – Senior Strategic Policy Analyst



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

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Purpose of today



Council to receive high level budget information and provide further guidance to staff before 20 March Council meeting (Approve draft of annual plan budget and decision on whether to consult or not) .

- Recap of where we are today
- Additional variations/ key changes to budget made since December 2024
- Update on roles and FTE for Year 2 and Year 3
- High level budget with rating impact
- Consultation / Information campaign

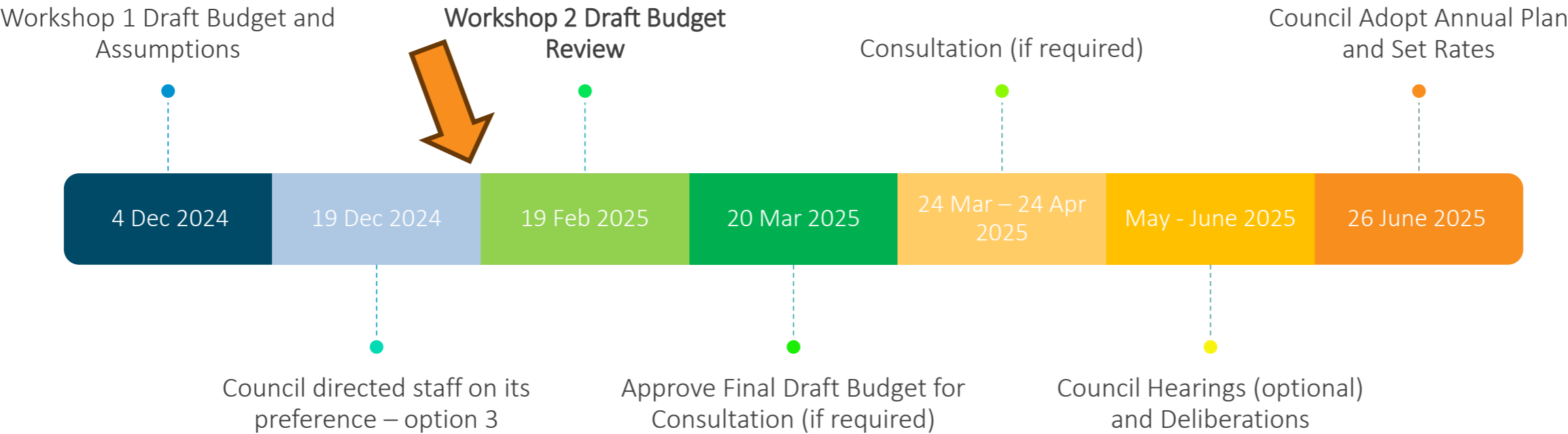


4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Annual Plan Recap



## Annual Plan project timeline - Key Dates



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Annual Plan Recap – Process to date



1. Review of budget assumptions (inflation, interest rates)
2. Executive members identified cost savings initiatives, costs risks, and reviewed planned FTEs
3. Budget managers reviewed their budgets
4. **Option 3 was the guidance given by Council at December 2024 meeting (see below)**

### Options presented in December 2024:

Option 3: Reduce year two rates by a small amount and apply some of the savings to reducing the operating deficit.

Under this option, some savings identified would be applied to reducing the forecast rates increase by up to 1% and, applying some of the savings to reducing the annual operating deficit ('mind the gap') or towards contingency planning for unforeseen circumstances

Option 2: No change to the rates increase in year two of the LTP (12.7%) - apply any savings to the operating deficit.



4.2 Annual Plan Budget & Consultation Assessment(Cont.)



# Key variations to LTP Year 2 budget


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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Recap of Annual Plan budget variations – CAPEX




WHAKATĀNE  
District Council  
*Kia Whakatāne au i ahau*

Already in council report in December 2024

Activity group	Activity (Capex)	Indicative variance
Parks and reserves	Renewal of cremator needs to be bought forward from 2031 to 2025/26 due to consent requirements from the BOPRC Natural Resources Plan	\$800,000
Economic development	Wally Sutherland building upgrade for tenancy standards to be met	\$51,000
Transport connections	NZTA Waka Kotahi funding not obtained or fully obtained for footpath renewals, repairs, and cleaning, Keepa Road improvements, Active Whakatāne, road renewals and maintenance for special purpose roads, repairs to cycle paths, resilience programme business case	-\$8,331,000
Waste water	Works required at Ōhope Wastewater Treatment Plant (waveband, wetland investigation, aerators, monitoring, transfer pipe, pump housing)	\$375,000
Water supply	New pipe bridge over Rangitāiki River and associated pipework	\$200,000
Transport connections	Repair to under slip on Rewatu Road	\$620,000
Transport connections	Resilience works on Tāneatua Road	\$1,600,000

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Recap of Annual Plan budget variations – OPEX



Already in council report in December 2024

Activity group	Activity (Opex)	Indicative variance
Building and resource management	Additional budget required for building consent processing (correction to LTP budget)	\$150,000
Democracy	Local Elections 2025 increased costs	\$150,000
Economic development	Reduced funding towards external agencies	-\$155,000
Corporate services	Microsoft Licensing cost increase	\$100,000
Corporate services	Shortfall for licensing operating costs for digital services – moving to cloud-based software to support new enterprise resource planning system	\$308,000
Corporate services	Moving internal Geospatial platform	\$60,000
Waste management	Increase in waste levy (\$5 per tonne) with landfill waste continuing to increase	\$200,000
Waste management	Removal of kerbside food waste collections and associated new bins that are no longer required	-\$834,000
Waste management	Collection of glass, recycling, and green waste, composting green waste, concrete crushing overbudgeted in LTP	-\$430,000
Waste management	Reduction in cost of operation of Whakatāne and Murupara Resource Recovery Centres	-\$250,000
Economic development	Demolition of Council owned building at 2 The Strand to complete floodwall	\$150,000
Economic development	Property Disposals (correction to LTP budget)	\$100,000
Transport connections	Additional river crossing business case	\$100,000

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Additional Annual Plan budget variations – 1/2



Additional changes identified since December 2024


Three waters	\$ 202,051	Levy payable to Water services authority and commerce commission as per bill 3 of the Water services act. Legislative requirement.
LWDW	\$ 200,000	Local Water Done Well implementation. Loan funded. Required to meet our obligations.
Three waters	\$100,000	Overtime and allowance for 3 Waters. Underbudgeted in LTP.
EPMO	\$73,124	Additional software licensing and training required.
Transport	(\$210,000)	Savings - NZTA Waka Kotahi Admin revenue were underbudgeted
District Partnership	(\$150,000)	Road safety activity. Adjustment to Road Safety Budgets to reflect reduction of NZTA Waka Kotahi Subsidy.
Corporate Services	(\$500,000)	Reduction in Vehicle Renewals from 1 M to 500 K.
Insurance	(\$ 120,000)	Savings - Overbudgeted in LTP. (Group Life, Accident & Income Protection Cover)

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Additional Annual Plan budget variations 2/2




Interest changes	\$82,000	Increase interest rates per PWC latest forecast (now 4.24% against for 4.18 in December. Still lower than 4.8 % of the LTP)
Funding Gap	\$754,000	Increasing the debt serving cost - Funding Gap loan term changed from 25 years to 10 years.
Fees and charges	\$350,000	Items added to compensate the loss of expected revenue in fees and charges due to current economy (volume of consenting over-estimated in LTP). \$200,000 for building consent and \$150,000 for resource consent.
Keepa Road shared used path*	TBC - 0 budgeted	Item was requested by Council for Staff to provide costings and come up with a proposal. Staff Recommendation is to continue to pause project as no subsidy will be available. Significant ratepayer impact. Do nothing option of \$0 budget increase is currently factored in budget. Do something options range between 185,000 to 2 M. Brief summary of options and recommendation on the next two slides.

✓ Guidance from Council specifically needed for budget on Keepa Road shared use path.

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## 4.2 Annual Plan Budget &amp; Consultation Assessment(Cont.)



## Keepa Road Shared Use Path Options

- Do nothing – only reactive maintenance/renewal per all other district footpaths and cycle paths - \$0
- Minor AC Repairs to damaged sections only - \$185K – rating impact Y1 0.01% , Y2 until loan repaid 0.02%
- Replace full path, unsealed 2m wide - \$255K - rating impact Y1 0.01% , Y2 until loan repaid 0.02%
- Replace full path, concrete 2m wide - \$730K - - rating impact : Y1 0.02%, Y2 until loan repaid 0.07%
- New 3m unsealed path, alignment per the Keepa Road project - \$1.2M - rating impact : Y1 0.04%, Y2 until loan repaid 0.11%
- New 3m concrete path, alignment per the Keepa Road project - \$2.0M - rating impact : Y1 0.06%, Y2 until loan repaid 0.19%
- Chipseal surface options explored but unviable due to plant and site constraints



## 4.2 Annual Plan Budget &amp; Consultation Assessment(Cont.)



## Keepa Road - Staff Recommended Option

- **Do nothing – only reactive maintenance/renewal as per all other district footpaths and cycle paths - \$0**
- Staff recommendation cognisant of equality and consistency relative to footpath subsidy and budget reduction across the wider network
- A valid project to progress, but pausing has negligible disbenefits
- Pausing aligns with approach for all other unsubsidised transport improvement projects
- Can reassess with LTP 2027, same as all other transport improvement projects
- If progressing something now, there is risk of misalignment with the wider Keepa Road improvement project, which is currently paused pending future of the boat harbour project.



4.2 Annual Plan Budget & Consultation Assessment(Cont.)



# Roles and FTE

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Purpose



The purpose of this session is to provide elected members with information, context and assurance that our current staff numbers are required to effectively support and operate the organisation.



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Agenda



1. Drivers for FTE growth (Local Government sector)
2. Drivers for FTE growth (WDC perspective)
3. Impact of the increases
4. LTP roles



## 4.2 Annual Plan Budget &amp; Consultation Assessment(Cont.)

## Drivers for FTE growth Local Government sector



### Regulatory and compliance requirements

Increase obligations in H&S and building compliance has contributed to workforce increase to ensure legal and operational requirements are met

### Technology & Cybersecurity

We've seen a rise in IT and Cybersecurity needs, including transitioning from outdated systems to cloud-based digital platforms. This has necessitated specialised roles to maintain security, data integrity and continuity of service delivery



## Drivers for FTE growth Local Government sector



### Service delivery & community expectations

Local government has seen a shift from *regulator* to *partner* which has led to increased engagement with key stakeholders

Our communities have growing expectations for events and local services.

### Central Government policy changes

With changes in government, we've seen great demands placed on local councils, at times resulting in large pieces of work becoming redundant when a new administration is elected (e.g. Three Waters Reform, Local Government Reform etc)



## Drivers for FTE growth Local Government sector



### Communication and information

Where previously our communication happened largely through print media, we now have many different channels and platforms to communicate and engage with the community.

### Diversity within Council operations

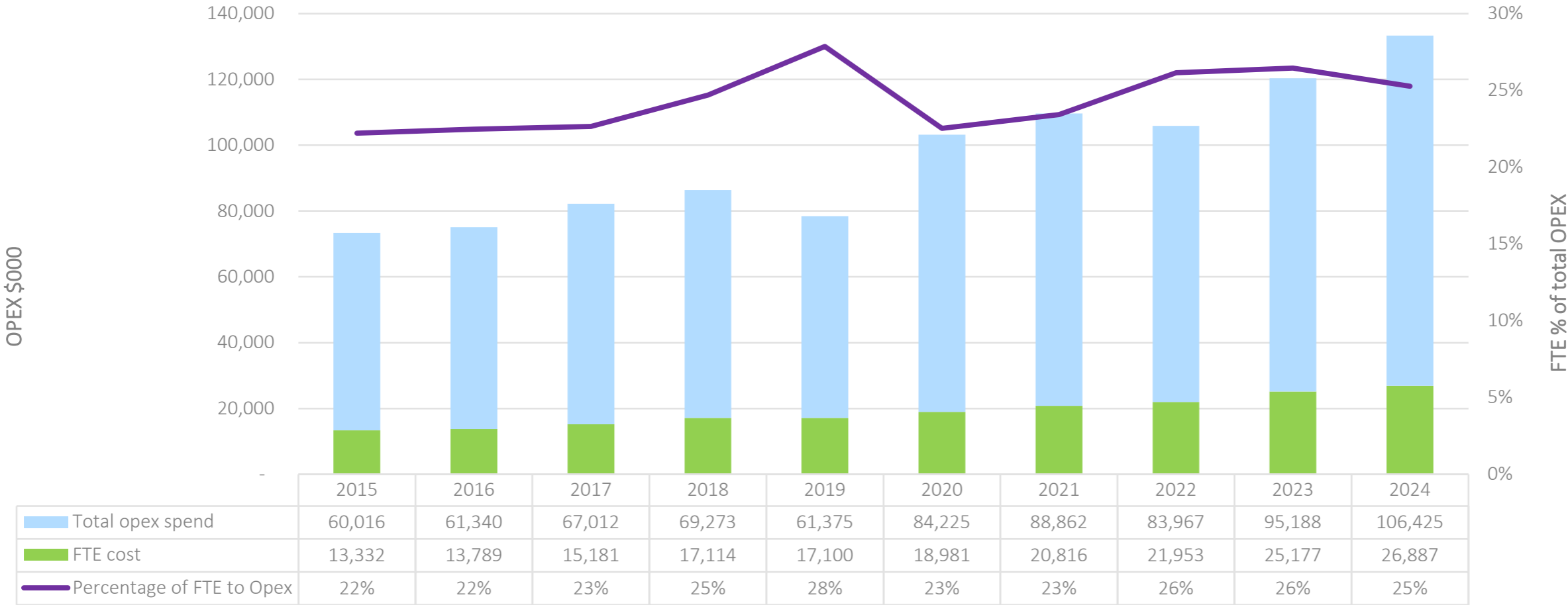
No two Councils are the same which makes it very difficult to draw comparisons. There are differences in size, scope, what's in-house and what's contracted out, economic drivers for different districts and so many more.



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

Drivers for FTE growth  
The WDC perspective





## 4.2 Annual Plan Budget &amp; Consultation Assessment(Cont.)

## Drivers for FTE growth

### The WDC perspective



- Open Spaces Operations brought in-house
- Roading asset management and operations brought in-house
- Incremental insourcing of support functions (including building, roading, digital services)
- Increase in Emergency Management demands
- Development of Māori Partnerships team to support genuine and authentic Māori engagement and iwi relationships
- Functions within the organisation which were absent or under resourced as identified in HealthCheck 2020
  - Organisation Performance
  - HR
  - Project Management
  - Risk
  - Procurement
  - Asset Management

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## 4.2 Annual Plan Budget &amp; Consultation Assessment(Cont.)

## Drivers for FTE growth

### The WDC perspective



We've also had large projects added including:

- Te Ara Hou (Provincial Growth Fund)
- Boat Harbour
- Better Off funding
- Project Future Proof



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Impact



As we enter 2025, we have an organisation that is

- Actively and genuinely engaging with our communities
- The most diverse and inclusive that we've ever been
- Iwi relationships are continuing to strengthen and develop showing a genuine and authentic commitment to Te Tiriti
- Emergency Management is resourced to plan, upskill and ensure not only compliance, but robust systems and policies are in place
- Project Management function is in place and continues to develop
- Procurement and Risk function is in place and adding huge value to the organisation



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

Approved LTP Roles  
Current budget for Yr 2 and Yr 3



WHAKATĀNE  
District Council  
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Department	Year 1	Year 2	Year 3
Libraries and Galleries	1.0		
Resource Consents	1.0		
Climate Change	0.5	0.5	
Community Regulation	1.0	2.0	1.0
Communications & Engagement	0.5	0.5	
Digital Services		2.5	1.5
Finance	0.5	1.5	-0.5
Human Resources		1.5	0.5

Department	Year 1	Year 2	Year 3
Legal	1.0		
Māori Partnerships	1.25	2.75	
Tourism & Events	0.5	0.5	
Parks & Reserves	0.5	0.5	
Three Waters	1.0	1.0	1.0
Transport	2.0	2.0	1.5
Waste Management		1.0	
TOTALS	10.75	16.25	5.00

4.2 Annual Plan Budget & Consultation Assessment(Cont.)

Proposed Roles  
Annual Plan 2026 adjustments



WHAKATĀNE  
District Council  
*Kia Whakatāne au i ahau*

	Year 1	Year 2	Year 3 Subject to review in AP27		Year 1	Year 2	Year 3 Subject to review in AP27
Libraries and Galleries			1	Legal			1
Resource Consents	1			Māori Partnerships	2		2
Climate Change	1			Tourism & Events	1		
Community Regulation	2		2	Parks & Reserves			1
Communications & Engagement	1			Three Waters	1		2
Digital Services			1	Transport	3		1
Finance			1	Waste Management			
Health & Safety	1		1	TOTALS	13	0	13

4.2 Annual Plan Budget & Consultation Assessment(Cont.)



# Budget

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## What does the budget look like so far



- The LTP approved Year two (25-26) budget included an average 12.7% rates increase
- The current proposed Annual Plan budget for 2025-26 includes an average 10.51% increase (including changes added in above slides)

### This budget achieves the following:

- ✓ Reduces forecast rates increase for year two by between 1-2%
- ✓ Applies some of the savings to reducing the annual operating deficit ('mind the gap') or towards contingency planning for unforeseen circumstances

### Risks and/or potential consequences to be considered:

- ✓ Budget does not include the originally proposed FTE for Year two of the LTP. Staff are still investigating the potential impact(s) on work programmes and levels of service. More detailed information will be presented in the paper for the March Council meeting to approve the budget.
- ✓ Possible areas of highest risk are: community regulation (compliance team), finance and legal support, waters (although considerable uncertainty around water services delivery remain and will continue into the new financial year)



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Funding the Gap Loans



In the LTP we opted to fund the operating deficit over 6 years to get back to breakeven. This was the recommended option from consultation.

The planned deficit to fund was approximately \$50 million, and it had a repayment term of 25 years in the LTP. At an interest rate of 5% this would equate to repayments of close to \$88 million.

Through this Annual Plan review we have reduced the repayment term to 10 years. Which will save over \$24 million in interest costs to the community.



## Funding the Gap Loans - Continued



Additionally, we have looked at applying cost savings towards reducing the fund the gap loans.

For every \$1 million reduction in the fund the gap loans over the revised term of 10 years there will be an associated \$273k of interest saving.

As an example; if we could reduce the fund the gap loans down to \$40 million instead of \$50 million it would save ratepayers \$2.7 million in interest costs.

*In December Council gave staff direction around splitting savings between rates savings and reduction in debt. Council now has the option to dedicate further savings towards reducing debt.*



## 4.2 Annual Plan Budget &amp; Consultation Assessment(Cont.)

# What the budget looks like so far...



## 2026 Annual Plan - Rating Impact vs LTP by GOA

Cost Centre	2026 LTP\$	2026 AP Proposed	Variance \$	Variance %	Comment
<b>LTP Reporting Structure</b>	<b>79,664,197</b>	<b>78,135,576</b>	<b>(1,528,622)</b>	<b>(1.92%)</b>	
<b>Breakdown by GOA*:</b>					
AQUATIC CENTRES	3,346,940	3,280,125	(66,815)	(2.00%)	
ARTS AND CULTURE	4,512,475	4,659,217	146,742	3.25%	
BUILDING AND RESOURCE MANAGEMENT	4,779,509	5,249,103	469,593	9.83%	Revenue reduction - Building Fees reduced \$200k, Resource Consent Fees reduced \$150k
CLIMATE CHANGE AND RESILIENCE	899,992	865,461	(34,531)	(3.84%)	
COMMUNITY FACILITIES	1,783,420	1,596,446	(186,974)	(10.48%)	Decrease related to redistribution of Mind the Gap loans between activities
COMMUNITY REGULATION	2,135,070	2,035,666	(99,404)	(4.66%)	
DEMOCRACY	4,321,315	4,539,562	218,247	5.05%	\$150k increase Council Elections, existing FTE movement (from Corporate Services)
DISTRICT PARTNERSHIPS	3,802,773	3,478,080	(324,693)	(8.54%)	FTE moved to year 3, and redistribution of Mind the Gap loans between activities
ECONOMIC DEVELOPMENT	1,618,376	1,158,149	(460,226)	(28.44%)	Reduced Toi EDA contribution (\$211k), retained \$125k as consultants offset with redistribution of Mind the Gap loans between activities
EVENTS AND TOURISM	2,447,296	2,266,583	(180,713)	(7.38%)	Reduced TBOP funding \$50k, remove duplicate FTE budgeted in LTP (Cycleway Planning & Implementation Advisor)
PARKS AND RESERVES	5,258,942	5,690,501	431,559	8.21%	\$10k for forestry blocks, \$30k Environmental Partnership Agreement.
STORMWATER	6,101,667	6,052,608	(49,060)	(0.80%)	Redistribution of Mind the Gap loans between activities
TRANSPORTATION CONNECTIONS	9,161,033	9,867,975	706,942	7.72%	Additional \$200k Waka Kotahi administration subsidy (underbudgeted in LTP).
WASTE MANAGEMENT	9,371,611	8,220,127	(1,151,484)	(12.29%)	Redistribution of Mind the Gap loans
WASTEWATER	7,333,811	7,591,699	257,887	3.52%	Contract adjustment vs LTP identified per Manager Waste Management
WATER SUPPLY	12,687,920	11,510,876	(1,177,044)	(9.28%)	\$200k Levy (rates funded) , \$200k LWDW (loan funded). Redistribution of Mind the Gap loans between activities

\* excludes growth, penalties & rates remissions, corporate activities not shown in table



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Property Sample Rates 1/2



## Indicative property rates

2025/26 Proposed rates		Rating Categories										GST Inclusive			
Indicative Property Types	Capital value (\$)	General Rates	UAGC	District Growth	Community Boards	Events / Tourisn EPIC	Transport (roading)	Stormwater	Wastewater	Water Supply	Waste Management	Total 2025/26	Total 2024/25	Increase (%)	Increase (\$pw)
Whakatāne Residential															
Low (1%)	290,000	423.92	799.57		24.58		225.89	312.34	601.18	827.01	411.61	4,170.03	3,808.93	9.5%	6.94
Lower Quartile (25%)	550,000	803.99	799.57		24.58		369.79	445.90	601.18	827.01	411.61	4,926.19	4,478.10	10.0%	8.62
Median (50%)	670,000	979.40	799.57		24.58		436.21	507.55	601.18	827.01	411.61	5,275.18	4,786.95	10.2%	9.39
Upper Quartile (75%)	830,000	1,213.29	799.57		24.58		524.76	589.74	601.18	827.01	411.61	5,740.51	5,198.75	10.4%	10.42
High (99%)	1,730,000	2,528.91	799.57		24.58		1,022.88	1,052.06	601.18	827.01	411.61	8,357.98	7,515.12	11.2%	16.21
Ōhope Residential															
Low (1%)	430,000	628.57	799.57		24.58		303.38	191.74	601.18	827.01	414.30	4,358.88	4,037.25	8.0%	6.19
Lower Quartile (25%)	950,000	1,388.71	799.57		24.58		591.18	304.81	601.18	827.01	414.30	5,694.03	5,257.41	8.3%	8.40
Median (50%)	1,180,000	1,724.92	799.57		24.58		718.47	354.82	601.18	827.01	414.30	6,284.58	5,797.10	8.4%	9.37
Upper Quartile (75%)	1,500,000	2,192.69	799.57		24.58		895.58	424.40	601.18	827.01	414.30	7,106.21	6,547.97	8.5%	10.74
High (99%)	2,780,000	4,063.79	799.57		24.58		1,604.01	702.71	601.18	827.01	414.30	10,392.73	9,551.44	8.8%	16.18
Other Residential															
Edgcumbe Median (50%)	540,000	789.37	799.57		21.20		364.26	481.87	601.18	827.01	411.61	4,940.49	4,622.33	6.9%	6.12
Matatā Median (50%)	590,000	862.46	799.57		21.20		391.93	398.90	-	827.01	411.61	4,269.61	3,927.25	8.7%	6.58
Murupara Median (50%)	170,000	248.51	799.57		58.29		159.48	34.21	411.12	760.76	411.61	3,316.09	2,969.44	11.7%	6.67
Tāneatua Median (50%)	310,000	453.16	799.57		45.09		236.96	150.71	601.18	827.01	411.61	4,054.09	3,743.30	8.3%	5.98
Te Teko Median (50%)	210,000	306.98	799.57		21.20		181.62	118.69	-	599.00	411.61	2,804.47	2,428.21	15.5%	7.24
Rural Residential Median (50%)	240,000	350.83	799.57		21.20		198.22	-	-	827.01	363.11	2,943.94	2,738.07	7.5%	3.96
Lifestyle Median (50%)	1,210,000	1,768.77	799.57		21.20		735.08	-	-	-	363.11	4,240.90	3,843.76	10.3%	7.64



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Property Sample Rates 2/2



<i>Indicative property rates</i>															
2025/26 Proposed rates	Rating Categories											GST Inclusive			
Indicative Property Types	Capital value (\$)	General Rates	UAGC	District Growth	Community Boards	Events / Tourisn EPIC	Transport (roading)	Stormwater	Wastewater	Water Supply	Waste Management	Total 2025/26	Total 2024/25	Increase (%)	Increase (\$pw)
<b>Commercial</b>															
Low (1%) - 1 pan	900,000	1,315.62	799.57	1,807.47	24.58	543.67	563.51	1,180.49	601.18	827.01	363.11	9,230.14	8,519.09	8.3%	13.67
Lower Quartile (25%) - 3 pans	1,160,000	1,695.68	799.57	2,157.09	24.58	700.73	707.41	1,474.32	1,803.53	827.01	363.11	12,136.00	11,120.30	9.1%	19.53
Median (50%) - 6 pans	1,720,000	2,514.29	799.57	2,910.13	24.58	1,039.02	1,017.34	2,107.20	3,607.06	827.01	363.11	17,490.71	15,936.93	9.7%	29.88
Upper Quartile (75%) - 8 pans	2,790,000	4,078.41	799.57	4,348.96	24.58	1,685.38	1,609.55	3,316.44	4,809.41	827.01	363.11	25,141.79	22,896.96	9.8%	43.17
High (99%) - 10 pans	23,000,000	33,621.30	799.57	31,525.36	24.58	13,893.83	12,795.01	26,156.41	6,011.77	827.01	363.11	144,920.66	132,854.18	9.1%	232.05
<b>Industrial</b>															
Low (1%) - 1 pan	900,000	1,315.62	799.57	1,202.36	24.58		563.51	1,180.49	601.18	827.01	363.11	7,909.03	7,205.06	9.8%	13.54
Lower Quartile (25%) - 2 pans	1,000,000	1,461.80	799.57	1,269.59	24.58		618.85	1,293.50	1,202.35	827.01	363.11	9,039.42	8,198.22	10.3%	16.18
Median (50%) - 3 pans	1,400,000	2,046.51	799.57	1,538.53	24.58		840.24	1,745.55	1,803.53	827.01	363.11	11,486.94	10,367.76	10.8%	21.52
Upper Quartile (75%) - 5 pans	1,950,000	2,850.50	799.57	1,908.32	24.58		1,144.64	2,367.13	3,005.88	827.01	363.11	15,284.37	13,726.52	11.3%	29.96
High (99%) - 25 pans	36,800,000	51,309.03	799.57	25,339.74	24.58		20,432.78	41,752.24	15,029.42	827.01	363.11	179,259.11	159,784.13	12.2%	374.52
<b>Farming - Dairy</b>															
Low (1%)	900,000	1,315.62	799.57		21.20		563.51					3,104.88	2,790.70	11.3%	6.04
Lower Quartile (25%)	1,710,000	2,499.67	799.57		21.20		1,011.81					4,982.10	4,480.66	11.2%	9.64
Median (50%)	2,790,000	4,078.41	799.57		21.20		1,609.55					7,485.05	6,733.95	11.2%	14.44
Upper Quartile (75%)	4,400,000	6,431.90	799.57		21.20		2,500.62					11,216.29	10,093.01	11.1%	21.60
High (99%)	17,750,000	25,946.88	799.57		21.20		9,889.34					42,155.54	37,946.11	11.1%	80.95
<b>Horticulture</b>															
Low (1%)	950,000	1,388.71	799.57		21.20		591.18					3,220.76	2,895.02	11.3%	6.26
Lower Quartile (25%)	1,840,000	2,689.70	799.57		21.20		1,083.76					5,283.38	4,751.89	11.2%	10.22
Median (50%)	2,930,000	4,283.06	799.57		21.20		1,687.03					7,809.50	7,026.04	11.2%	15.07
Upper Quartile (75%)	7,020,000	10,261.81	799.57		21.20		3,950.69					17,288.27	15,559.31	11.1%	33.25
High (99%)	33,170,000	47,329.30	799.57		21.20		18,423.71					76,559.85	68,897.61	11.1%	147.35
<b>Farming and Horticulture - Other</b>															
Farming - Pastoral Median (50%)	2,030,000	2,967.45	799.57		21.20		1,188.92					5,723.71	5,148.30	11.2%	11.07
Farming - Other Median (50%)	1,540,000	2,251.17	799.57		21.20		917.72					4,588.11	4,125.98	11.2%	8.89

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)



# Consultation requirements

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Consultation - Significance and materiality



If no engagement and significant or material differences from content of LTP –  
**consultation not required**



Otherwise, **consultation** in a manner giving effect to **s 82**, with consultation document under s 95A.



If combined with an LTP amendment, must combine requirements into one consultation document and **use the Special Consultative Procedure**.

✓ Staff's assessment is based on the information as it is today. Any additional decision of significance discussed today or at Council could impact consultation.

- Significance is based on our Significance and Engagement Policy.
- For materiality, we need to look at individual and cumulative changes for Year 2 of the LTP.

➤ Staff's current recommendation for discussion : No consultation on Annual Plan. Rationale developed in next slides

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4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Assessment of Significance : Low (1/2)



Criteria (per Significance and Engagement Policy)	Low	Moderate	High	Comments
• Level of community interest & controversy		X		No substantial changes to what was proposed through the year 2 of LTP. Proposals are in keeping with the strategic direction and priorities of the LTP, the outcomes in the LTP are relevant to a ten-year period and year to year implementation can vary.
• Level of adverse impact on current & future wellbeing of communities & district		X		Maintaining the Current Level of Service - No significant change From Year 2 LTP. Reducing the operating deficit will be beneficial to ratepayers in the Longer term.
• Rating impact		X		No significant change to what included for Year 2 of LTP. Some savings identified would be applied to reducing the forecast rates increase by up to 1% ( beneficial for ratepayers). No significant change to water rating is proposed in the Annual plan
• Financial Impact		X		Savings Identified applied to reduce the annual operating deficit ('mind the gap') or towards contingency planning for unforeseen circumstances.
• Inconsistency		X		Changes to budget are aligning with Council's Financial strategy and revenue and finance Policy.



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Assessment of Significance : Low 2/2



Criteria (per Significance and Engagement Policy)	Low	Moderate	High	Comments
• Reversibility	X			The adjustments in the Annual Plan can be reversed and additionally as the changes don't significantly affect Level of Service then the likely requirement to reverse decisions is rated as low.
• Impact on Māori	X			No significant change proposed with budget which include OpEx budget in response to Māori relationship strategy.
• Impact on levels of service		X		Maintaining the Current Level of Service. No significant change what is included in Year two of the LTP. Reduce subsidies in the transport activity may affect the intended level of service.
• Impact on strategic assets		X		Annual plan does not seek sale of a strategic assets and has no or low impact on the performance of strategic assets.

Overall - Low to moderate significance - Not triggering consultation

4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Assessment of materiality of changes : Low to moderate 1/2



1. Most of the proposals are in keeping with the strategic direction and priorities of the LTP - No high materiality change.
2. The outcomes in the LTP are relevant to a ten-year period and year to year implementation can vary.
3. Most proposed changes are responding to legislative requirements or external factors (NZTA Waka Kotahi subsidies)

The key differences identified between the Year 2 of the LTP and the proposed annual plan are highlighted in next slides.



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Assessment of materiality of changes : Low to moderate 1/2



<b>Transport work programme: Moderate</b>	<p>NZTA Waka Kotahi subsidies were not obtained and reflected in the annual plan budget : Council agreed direction to defer unsubsidised work until at least 2027.</p> <p>This is aligning with the significant forecasting assumptions of the LTP which mention that “ The decision to proceed with projects if subsidies are not received are thoroughly considered by Council’s controls. The Council would adjust the investment if necessary”.</p> <p>Any alternative decision by Council to proceed with the work without subsidy would have resulted in a significant implication on rate funding amount.</p> <p>River Crossing Business case added to budget.</p>
<b>Solid waste: Low</b>	<p>No impact of Level of Services - Changes resulted from saving identified through contract changes. Other changes in budget have been incorporated to reflect an increase in waste levy from July 2025 due to new government legislation.</p>
<b>Renewal of Cremator : Low</b>	<p>Renewal of the cremator was included in the LTP in 2031. Due to changes to the Bay of Plenty Regional Natural Resources Plan, the discharge of contaminants to air from crematoria is now a controlled activity which requires consent that was granted under certain conditions. Our cremator does not have the required monitoring ability due to its age (15 years). After further investigations, the renewal of the cremator needed to be brought forward to 2025.</p>



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

## Assessment of materiality of changes : Low to moderate 2/2



<b>ERP : Low</b>	Cost as result of shifting from Ozone to Cloud based solution. Shortfall was mentioned at Council meeting.
<b>Three waters : Low</b>	Main costs includes : 1. Added cost to reflect levy payable to Taumata Arowai – the Water Services Authority and Commerce Commission (Bill 3 of Water Services Act ) / 2/ Pipe renewal over Rangitāiki river needs to be repaired to prevent loss of water to Murupara township. 3/ Ōhope WWTP - Bringing forward to cover higher than anticipated transportation cost of the byproduct costs higher than what was predicted / 4/ LWDW implementation budget – Separate consultation process for LWDW.
<b>Reduced funding towards external agencies : Low</b>	Reduce funding for TOI EDA and Tourism Bay of Plenty.
<b>Local elections : Low</b>	Additional cost to meet legislative requirements.
<b>FTE adjustment for Year 2 and 3 : Moderate</b>	Reducing from 32 new FTE to 26 FTE over the 3 years of the LTP period. The proposed annual plan budget is adjusting to the new government direction and reflecting a change in leadership. Staff expect to be able to maintain current level of services. It is proposed to postpone the recruitment of most of the FTE to Year 3 which gives time to progress existing projects and better assess future needs. This can be reassessed through the next annual plan.

Overall – Not enough materiality to trigger consultation



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Discussion / Feedback



4.2 Annual Plan Budget & Consultation Assessment(Cont.)

# Next steps



## Annual Plan project timeline - Key Dates

