Te Tari Matawaka
Office of Ethnic Communities

Briefing to the Incoming Minister for Diversity, Inclusion and Ethnic Communities
Hon Priyanca Radhakrishnan

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As-salamu alaykum, Namaste, Hwan–yeong, Svāgata cha, Huānyíng, Welcome

Welcome to the Diversity, Inclusion and Ethnic Communities portfolio.

This portfolio works to ensure the diversity across our ethnic communities is valued, and that their members have a positive sense of belonging to Aotearoa New Zealand. Your role as Minister for Diversity, Inclusion and Ethnic Communities is to lead the Government's inclusion of ethnic communities in social, environmental, and economic policies.

A diverse population, with a wide range of skills and perspectives, enriches society and benefits economic development. There is great variety within Aotearoa New Zealand's ethnic communities. Our country is home to large, well-established ethnic populations that have been here since the 19th Century; and is also home to smaller, emerging populations that have settled here after being displaced or facing considerable hardship.

The pace of change in our population can pose challenges to Aotearoa New Zealand's internationally recognised high levels of inclusiveness and tolerance. You are the Government's leader for ethnic communities, and the initiatives you support will empower these communities to participate fully in Aotearoa New Zealand society.

Our role as the Office of Ethnic Communities is to support you in this endeavour, and to deliver your policy priorities. We will also support your engagement with the many diverse ethnic communities of Aotearoa New Zealand.

We look forward to working with you.

Part One: Strategic opportunities and challenges

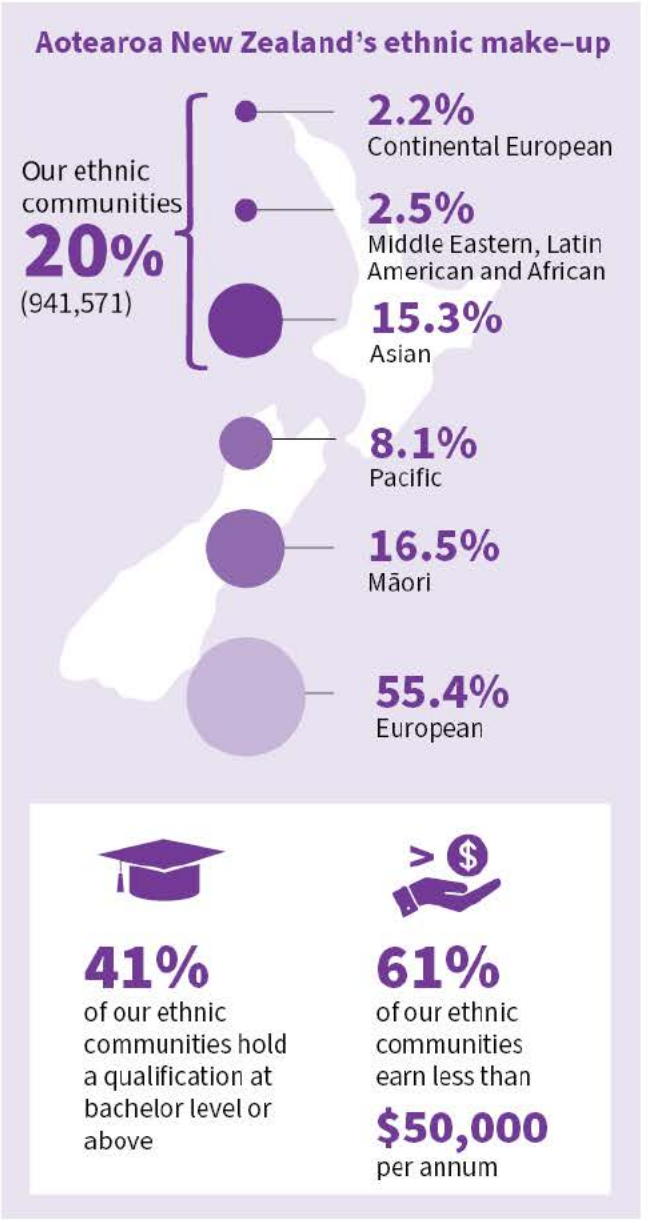
Ethnic Communities are integral to Aotearoa New Zealand

1. Aotearoa New Zealand's social and economic success will advance as we progress the social and economic inclusion of ethnic community members. We need to continue to unlock the variety of experience and skills, and the social and economic potential of ethnic communities so all can fully contribute.

2. Ethnic Communities include new migrants, refugee-background communities, and long-term settlers who have lived here for several generations, who are of Asian, Continental European, Middle Eastern, Latin American, and African origin or descent. There is diversity within these communities. For example, the Asian community is comprised of people from many countries including China, Japan, Thailand, India, Sri Lanka, Vietnam and Malaysia. Everyone must feel they belong and can contribute to social and economic success.

3. The 2018 Census recorded an ethnic population of 941,571, a 45% increase in our ethnic communities since the 2013 census. The highest rate of growth was across Asian communities, with an increase of 52.4%[1].

4. To ensure Aotearoa New Zealand makes the most of the experience and skills diverse ethnic communities provide, it is important to be attentive to differences in cultural values, languages and ways of preferred engagement. Your role will influence the way in which Government responds to the needs of our diverse ethnic communities.



[1] Office of Ethnic Communities Data Dashboard – informed by Census 2018

5. Aotearoa New Zealand's diversity enables businesses to be more competitive internationally and to capitalise on diverse perspectives locally. Newcomer communities often maintain links with their countries of origin and these links benefit Aotearoa New Zealand socially and economically.

As Minister for Diversity, Inclusion and Ethnic Communities, you are an essential link between New Zealand's ethnic communities and Government

6. Your leadership will be essential in strengthening social inclusion in Aotearoa New Zealand. Everyone must feel they belong and can contribute to the social and economic success of this country. Your role will influence the way in which the Government responds to the needs of ethnic communities and sets the medium-term direction for ensuring their needs and aspirations are reflected in policy settings. Ethnic communities will look to you to raise their profiles and to deliver tangible benefits for them.
7. The 15 March 2019 terrorist attack on Muslim communities in Christchurch was a pivotal moment for Aotearoa New Zealand. 51 people were killed, with many more seriously injured. *The Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques on 15 March 2019* has engaged with Muslim communities and other faith-based communities who have made a substantial contribution as part of the Commission's inquiry process. There are high expectations on the Government to address issues that will be raised in the report. You are part of a lead Ministerial group tasked with addressing the findings of the Royal Commission for Cabinet consideration.
8. A significant impact of 15 March 2019 was the collective realisation that there was more to do to strengthen inclusion and to value ethnic diversity. Over the last 18 months, the Office has supported the previous Government to lead a series of conversations to highlight issues, concerns and opportunities.

Enatha Musabe and Noella Dushime (Source:OEC), Rwanda Fair, Carterton

9. Conversations included:

   - A meeting hosted by the Prime Minister with Muslim women, youth, Imams, leaders and interfaith leaders. The Prime Minister and the Minister for Ethnic Communities listened to the long-term issues that need to be addressed and heard community ideas on how to respond.
   - A series of dialogues hosted by the Minister for Ethnic Communities with Muslim women, youth, Imams and community leaders to shape how Government could assist with the community's recovery from the terror attacks. A report, *Conversations with Aotearoa New Zealand's Muslim Communities, Growing Understanding after the Christchurch Terror Attacks on March 15, 2019*[2], shares what we heard.
   - Four hui hosted by the Minister for Ethnic Communities with faith communities and interfaith organisations, which over 300 people attended. The report *Connecting with Faith Communities and Interfaith Organisations – growing a socially inclusive Aotearoa New Zealand to counter racism, discrimination, and religious intolerance* will inform future planning.

10. Conversations highlighted future priorities for change. In addition, many ethnic community leaders continue to raise concerns on systemic and structural barriers preventing the full participation of many within Aotearoa New Zealand. COVID-19 has, and will continue to, exacerbate these barriers – such as digital exclusion and the ethnic pay gap.

The Office of Ethnic Communities will advise and support you

11. The Office is a growing business group within the Department of Internal Affairs (DIA). It is led by Executive Director, Anusha Guler, who reports directly to the Chief Executive, Paul James. The Office's Leadership Team is identified in the organisation chart in Appendix C.

[2] Available on the Office of Ethnic Communities website: https://www.ethniccommunities.govt.nz.

12. The Office consists 39 staff identifying with 27 different ethnicities and speak 29 languages other than English. 74% of our staff identify with our mandated ethnic groups. The Office will continue to lead by example to ensure greater inclusiveness in our workplace, and greater diversity within the public service. This aligns with the Public Service Commission recognising that the public service needs to value and understand the communities it serves.

13. The Office has two national office teams – a Policy team (seven staff) and a Planning, Systems and Services team (eight staff). We also have three regionally based community engagement teams, each led by a Regional Manager. Our regions are:

    - Northern region, with a physical presence in both Auckland and Hamilton;
    - Central region, with a physical presence in both Napier and the Wellington national office; and
    - Southern region, with a physical presence in Christchurch and Dunedin.

14. Following the 15 March 2019 terrorist attacks, the Office's profile was raised among many in the community and across the public sector, primarily due to the focused support delivered to Muslim communities throughout the country. The previous Government increased investment to grow our capacity primarily through expanding regional reach. The three regionally based community engagement teams were established and in particular staffing for the Southern region[3] was increased.

15. Consequently, expectations from ethnic communities are significant. Their respective (and collective) voices must be heard, with opportunities for reducing barriers and ensuring full participation (and benefits) accelerated. The current priorities for the Office are:

    - The Government response to the Terrorist Attack on Christchurch Mosques on 15 March 2019;
    - Collaborating with ethnic communities on COVID–19 Response and Recovery; and
    - Leading system change to build social and economic inclusion for ethnic communities.

> ***"Allow for a cohesive sense of identity – (I want to) be able to bring all of who I am, and it is acceptable and welcome".***
>
> ***Publication 2019 - Conversations with Aotearoa New Zealand's Muslim communities: growing understanding after the Christchurch terror attacks on 15 March 2019***

[3]Funding for some positions in the Southern region is time-limited, with funding only available until 30 June 2021.

The Government response to the Terrorist Attack on Christchurch Mosques on 15 March 2019

16. The Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques is examining what public sector agencies knew about the individual's activities before the attack; what they did with that information; what measures agencies could have taken to prevent the attack; and what measures agencies should take to prevent such attacks in the future.

17. The Royal Commission will provide their report to the Governor-General, who will then provide the report to the Minister of Internal Affairs for presentation to the House of Representatives and the public. The Government's proposed response has three steps:

    - Delivering a high-level, immediate response to the report release, including signalling that Government will undertake a period of reflection;

    - Developing and delivering the fulsome Government response, which will articulate Government agreement, agreement-in-principle or disagreement with the recommendations (first quarter of 2021); and

    - Implementation of the Government's response.

18. The Department of the Prime Minister and Cabinet will provide a follow up briefing to you. This briefing will provide more detail on the structure and responsibilities for the All-of-Government response, and the outreach strategy. The Department of Internal Affairs will brief you separately following the release of the Royal Commission's recommendations as part of the Department's involvement in the All-of-Government response.

The Plains FM 96.9 Community Access Radio won the Best Access Radio Program in the annual NZ Radio Awards for "After March 15th", a series about the Muslim community following the 15 March 2019 attacks.

The programme found out more about the Muslim community – how they were recovering, and how they felt about the Aotearoa New Zealand response to the attack.

The programme became a channel to get Muslim voices heard. Episodes were replayed on Radio New Zealand and on other Access radio stations across Aotearoa New Zealand.

Collaborating on COVID-19 Response and Recovery

19. The Office will continue to contribute to COVID-19 Response and Recovery by working across wellbeing agencies, local government emergency response initiatives and facilitating opportunities to strengthen community connectivity.

20. Our ongoing priority is for communications to be available in multiple languages, using the preferred communication channels of different ethnic groups. Many barriers and challenges faced by ethnic communities were accentuated or heightened during COVID-19, as a result of access to government services, community groups' capacity and capability to deliver, and/or digital exclusion. Many of these factors are inter-dependent, but all negatively affect the ability of people to fully participate and contribute to society.

21. A barrier to be addressed is the current tightening of the labour market as a result of COVID-19. Like Māori and Pacific peoples, ethnic communities may carry a disproportionate burden of any economic downturn. Current evidence suggests this burden is being experienced particularly by women (due to significant decreases in vacant part-time positions). The biggest opportunity and challenge for the Government is to introduce measures to protect the participation of ethnic communities in the labour market and to address systemic problems such as the ethnic pay gap.

22. On 16 June 2020, the Government announced the Assistance for Foreign Nationals Impacted by COVID-19 Programme. The core purpose of the programme is to support foreign nationals to either return home or find alternative means to support themselves. This programme also provides temporary, in-kind assistance to eligible foreign nationals facing serious hardship because of COVID-19. This programme, of which the Office provided support to develop and implement, has been extended until 30 November 2020. The Office will continue to advocate for the inclusion in other support measures of Foreign Nationals during the COVID-19 response.

Leading system change to build ethnic community social and economic inclusion

23. With your leadership we will support you to raise the voice of ethnic communities within government to drive change. The Office will lead by example and nurture each member's sense of belonging and contribution to Aotearoa New Zealand. To be effective leaders, we must build a system of support that reflects:

    - **Sustainability:** any solution for advancing social, cultural, and economic success for ethnic communities must be sustainable over the longer term. Structural barriers to full participation and success must be addressed through engagement, education, advocacy and collaboration – in a way that leads to systemic change for all. This includes working with the Public Services Commission to collaborate on diversity and inclusion issues within the public service.
    - **Resilience**: Our nation's recent experiences of terror, racism and religious intolerance, and of COVID-19, has shown that we must be agile and able to pivot if required. In times of crisis, government must be able to respond proactively and confidently, rather than simply being reactive.
    - **Connections**: We need to build our networks. We need to grow influencing opportunities by leading and contributing to policy and services that strengthen the wellbeing and economic success of all within ethnic communities. Our work will focus on youth, women, faith communities and interfaith organisations, and business. Our reach must span across central government, local councils and deep across communities.

> ***"If the public sector is not doing it then why would others be inspired to do it?".***
>
> ***Publication –2019 - Conversations with Aotearoa New Zealand's Muslim communities: growing understanding after the Christchurch terror attacks on 15 March 2019***

To do this, we will strengthen our community engagement and expand our reach across communities and with local government

24. Community engagement is a key way we represent the 'voices' of ethnic communities. Our Diversity and Engagement Advisors are focused on building strong relationships with national and regional leaders from ethnic communities, working with iwi and hapū, local government and wider society. This is central to providing government information to community leaders and, in turn, our advisors reflect the views of ethnic communities back into nationally-led conversations.

25. The Office must prioritise engagement between ethnic community members and iwi. We will facilitate and support the delivery of initiatives that enable the knowledge and social inclusion experiences of Aotearoa New Zealand to be shared. The Office needs to know what is important for ethnic communities, and to understand the diversity within communities as well as between communities. This will include learning more about emergent communities and their unique needs and aspirations. We will engage and partner with ethnic communities to develop and implement strategies which build community resilience and inclusion, and enable full participation.

26. We know that many people from ethnic communities experience discrimination, hatred and racism. The xenophobia exhibited during COVID-19 is a recent example of an explicit barrier to full participation. The Office will continue to work in partnership with the Human Rights Commission to support their efforts to combat racism. This includes contributing to a national plan of action to help eliminate everyday racism and discrimination. We will actively seek out opportunities to contribute to cross-agency work to support the delivery of wellbeing initiatives improving the safety and wellbeing of ethnic community members. This includes promoting the digital inclusion needs of ethnic communities and promoting initiatives that enable access to the internet for critical government health and wellbeing messages and advance ethnic community connectivity.

27. The Office will also continue to work with the Ministry of Business, Innovation and Employment to implement the broader Employment Strategy. We are the lead for the Draft Ethnic Communities Employment Action Plan. We will also work with immigration and employment groups to support initiatives which make a positive difference to employment outcomes for ethnic communities. Similar to Māori and Pacific peoples, ethnic communities may yet carry the burden of any economic downturn.

28. We must deliver a better social support system - one that supports community-based wellbeing initiatives and strengthens best practice and standards of service delivery by local government and government agencies.

Portfolio funding within Vote Internal Affairs

29. Funding for the Ethnic Communities portfolio is appropriated through Vote Internal Affairs. You are responsible for $13 million of expenditure and services received under three appropriations in Internal Affairs for ethnic communities. More details about the appropriations are available in Appendix A.
30. The new portfolio of Diversity, Inclusion and Ethnic Communities may have broader funding implications. This is yet to be confirmed.

Financial sustainability

31. Portfolio Ministers work with the Minister of Internal Affairs, as Vote Minister, to agree priorities in each year's Budget. This group of Ministers met several times during the previous Parliament, and the Department would like to support similar dialogue this term. To assist this process, the Department will provide Ministers with a joint briefing on Vote Internal Affairs bids for Budget 2021.
32. The Office of Ethnic Communities received $0.630 million funding for 2020/21 only as part of Budget 2020 to maintain the additional regional presence in the Southern region until the end of June 2021. This time-limited funding requires consideration and planning. Government also provided time-limited funding to support the new Multilingual Information Network (as part of the COVID-19 Response and Recovery), with funding only available until the end of June 2022.
33. In addition, there are growing funding pressures in terms of responding to COVID-19, and addressing the Labour Market and Employment initiatives in the context of the Employment Action Plan. There will also be potential cost implications for any Office of Ethnic Communities' role in implementing the Government's response to the *Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques on 15 March 2019.*
34. The Office also has a commitment to address employment initiatives (within context of the Employment Action Plan) which will require funding for new initiatives. This includes ongoing funding for a graduate programme to grow participation of ethnic community members in the public sector, and other potential employment initiatives.

Part Two: Roles and Responsibilities

35. Your role is to advocate and lead change across government. Several other Ministerial portfolios are vital for supporting the Diversity, Inclusion and Ethnic Communities portfolio. Your influence across these portfolios will ensure the full potential of ethnic communities is factored into policies, services and products. These significant portfolios include the Community and Voluntary Sector, Māori Development, Youth, Pacific Peoples, Women, and Small Business.

36. The Office is responsible for supporting your role in advocating and leading for change, and along with community engagement, delivers three key services providing direct support for ethnic communities. These are the Ethnic Communities Development Fund, the Multilingual Information Network, and the Nominations Service.

Ethnic Communities Development Fund

37. The Ethnic Communities Development Fund (ECDF) has an annual value of $4.2 million. This funding is allocated to projects with an objective to promote belonging, participation, inclusion and the development of ethnic communities. The priorities for the fund are reviewed as required, to reflect the needs of ethnic communities (for example, to support the specific needs of communities' COVID-19 recovery).

38. While the Executive Director of the Office of Ethnic Communities is the key decision maker on investment decisions, it is a priority to ensure that you are regularly briefed on funding decisions and the outcomes of community projects. You will receive a further detailed briefing on the ECDF in coming weeks.

> ***"Although we have very capable people there is a lack of Muslims in national leadership positions. We are not visible as New Zealanders as much as we are as Muslims".***
>
> ***Publication 2019: Conversations with Aotearoa New Zealand's Muslim communities: growing understanding after the Christchurch terror attacks on 15 March 2019***

Multilingual Information Network

39. During COVID-19 Alert Level 4, the Office identified that most official government health, safety and wellbeing information was being distributed in English, Te Reo Māori or the predominant Pacific languages. This meant that many ethnic communities were excluded from this vital information.

40. In response, the Office produced 68 videos in primary languages for ethnic communities and distributed these videos through YouTube and Facebook. These videos received positive feedback and consequently, the Government decided to invest in a new service - the Multilingual Information Network.

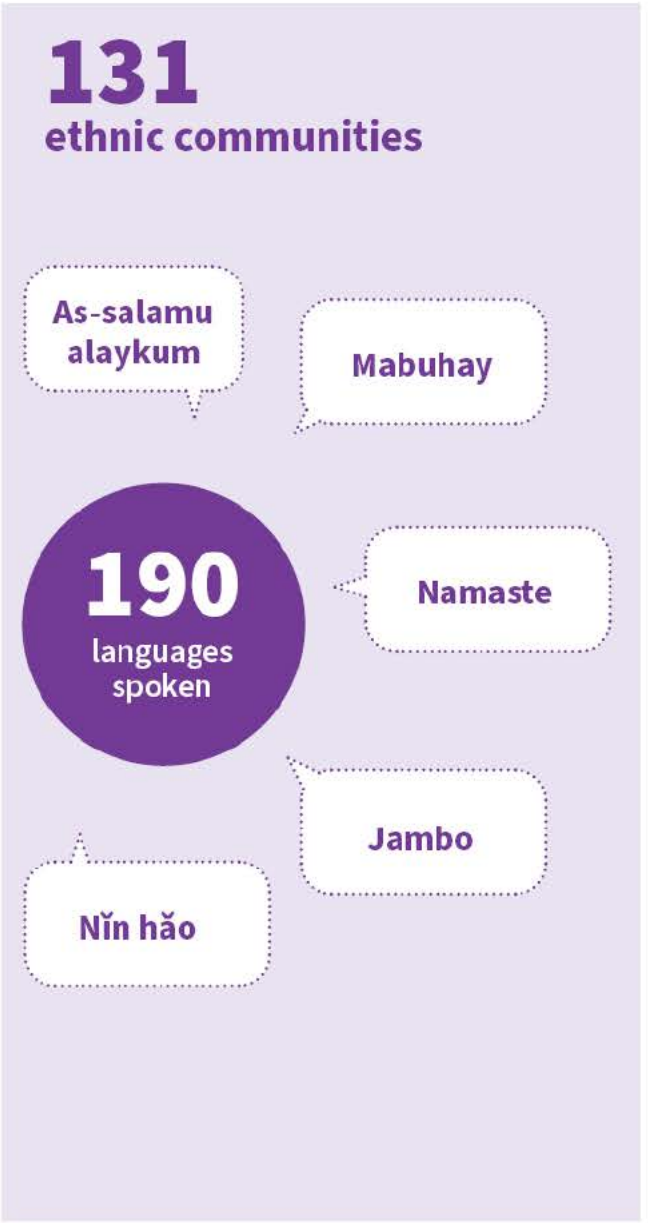
41. A budget of $2.108 million (time limited funding until the end of 2021/22) was approved for the Multilingual Information Network as part of the COVID-19: Response and Recovery Fund Foundation Package. The Network will involve ethnic community partners distributing critical government information, in multiple languages through various resources, deep into their communities. The Network is being piloted through to November 2021.

Nominations Service

42. To grow diversity and inclusion at the governance level, the Office assists suitably qualified members from ethnic communities by recommending consideration of individuals in appointment processes. The objective of the service is to ensure representation that is reflective of the demographic make-up of Aotearoa New Zealand. Over the last three years, the Office's role in recommending individuals has resulted in 18 nominees being appointed to State sector boards.

OEC Work Programme

43. A briefing outlining the Office's detailed work programme will be provided for your discussion with officials shortly.



Ethnic Communities: Leadership

The main ethnic community organisations

44. These key umbrella organisations have a broad membership base and national reach. You are likely to be contacted by representatives from these organisations on behalf of their respective communities. We recommend that you agree to meet with them in your first few months in the portfolio. The main organisations are:

    - Multicultural New Zealand
    - The Federation of Islamic Associations of New Zealand
    - The Islamic Women's Council of New Zealand
    - The New Zealand Indian Central Association
    - The New Zealand Chinese Association
    - The African Communities Forum Incorporated

45. The main contact, and a brief overview for these organisations, is available in Appendix B. We will provide more information for you when your meetings are scheduled.

You will be invited to many ethnic community celebrations and events

46. In addition to formal meetings, you will receive many invitations to community events and events with religious and cultural significance. These will include celebrations of other nations' independence and national days. Currently, the Government hosts four annual events in Parliament: Chinese New Year, Africa Day, Eid ul-Fitr, and Diwali. Diwali will be hosted as a parliamentary event on 7 December 2020. The Office will provide you with further plans for this event shortly.

Handmade Chinese Lanterns at Wellington Chinese New Year Festival in New Zealand (Source: Shutterstock)

47. The Office will provide regular updates on forthcoming events, and provide advice on your uptake of invitations and requests for engagement. We will also support your attendance at any events you choose to attend.

The Chinese Poll Tax Heritage Trust

48. The Chinese Poll Tax Heritage Trust (the Trust) was established in 2004 as a gesture of goodwill to the descendants of poll tax payers in recognition of the hardship caused. The trust is administered by the Department of Internal Affairs and, as Minister for Diversity, Inclusion and Ethnic Communities (acting on behalf of the Government), you are the Settlor of the Trust.

49. The Trust promotes the preservation of Chinese New Zealand history[4] through the allocation of up to $0.150 million in grants each year and commissioning work. There are eight trustee positions; an appointment round scheduled for early 2020 was put on hold due to COVID–19.

50. You will receive a briefing from the Department of Internal Affairs on a process to appoint new Trust members in the coming weeks.

[4] In 2002, the New Zealand Government formally apologised for a poll tax and other discriminatory legislation imposed on Aotearoa New Zealand's early Chinese settlers.

Upcoming briefings and decisions

51. The following table is a list of briefings relevant to your portfolio that, subject to your approval, we will provide you in the coming months. We will work with your office on the delivery of these briefings.

Upcoming Briefings and Decisions

Date with Minister	Title	Detail	Priority
November 2020	Ethnic Communities: Work Programme and Project update 2020/2021	An overview of the Office of Ethnic Communities work programme including updates on services (e.g. Ethnic Communities Development Fund and the Multilingual Information Network) and specific projects such as contributing to COVID-19 Response and Recovery.	High
November 2020	Budget process	An overview of the appropriations and the processes for setting the Vote including Estimates, the annual Budget cycle, the links to the accountability cycle and performance reporting.	High
November 2020	Proposed Diwali 2020 Parliamentary Event (planned for 7 December 2020)	The Prime Minister and the Minister for Diversity, Inclusion and Ethnic Communities host a parliamentary event each year to acknowledge and celebrate Diwali with the Indian community in Aotearoa New Zealand.	High
November 2020	The Chinese Poll Tax Heritage Trust	A briefing on selecting new trustees.	Low
Early December 2020	Implications of the recommendations of the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques on 15 March 2019	Provides initial advice on any implications for the Diversity, inclusion and Ethnic Communities portfolio as a result of the recommendations of the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques on 15 March 2019.	High

Appendix A: Office of Ethnic Communities appropriations

52. The portfolio's appropriations are $13 million ($8.6 million departmental operating and $4.4 million non–departmental). The following tables outline these appropriations based on 2020 Pre-Election Economic and Fiscal Update.

Departmental Operating

$million	Departmental appropriations based on 2020 Pre-Election Economic and Fiscal Update [5]
7.406	Providing information, advisory and support services to assist ethnically diverse communities to participate in New Zealand society.
1.236	Provision of policy advice and services to support Ministers to discharge their portfolio responsibilities relating to ethnic communities.
8.642	**Total Departmental Operating**

[5] These lines represent an output expense and a category within a Multi-Category Appropriation. Multi-Category Appropriations are made up of different types of expenditure including output expenses, non-departmental output and other expenses, and non-departmental capital expenditure that all contribute to the same overarching purpose.

Non-departmental Expenditure

53. You are also responsible for non-departmental appropriations.

$million	Non-departmental operating appropriations based on 2020 Pre-Election Economic and Fiscal Update
4.432	Providing grants to assist ethnically diverse communities to participate in New Zealand society.
4.432	**Total Non-departmental Operating**

54. The non-departmental funding primarily relates to the Ethnic Communities Development Fund. However, funding from Budget 2020 is also available to support a potential new digital connections initiative.

Appendix B: Key Ethnic Community contacts

55. The following table includes information for our key Ethnic Community contacts.

Community Organisation	Contact	Role
Multicultural New Zealand	**President:** Pancha Narayanan	Multicultural New Zealand (formerly the New Zealand Federation of Multicultural Councils) was established in 1989 and advocates across many ethnic communities and faiths. There are affiliates in most regions of Aotearoa New Zealand.
Federation of Islamic Associations of New Zealand (FIANZ)	**President:** Farouk Khan	Established in 1979, FIANZ is the primary organisation representing New Zealand's Muslim population. FIANZ is one of the few certifiers, in New Zealand, of halal products for export. FIANZ has affiliates in the main centres across the country. It also has a women's group – The Islamic Women's Council – see below.
Islamic Women's Council of New Zealand	**National Coordinator:** Maysoon Salama	The Council was formerly established in 1991 with the aim to meet the needs of Muslim women. A key aim is to empower Muslim women to overcome the obstacles they face in daily life, work, and other environments.
New Zealand Indian Central Association (NZICA)	**President:** Paul Patel	NZICA was formed in 1926 and is the oldest Indian organisation in Aotearoa New Zealand. NZICA is an umbrella body for regional Indian community groups throughout Aotearoa New Zealand.
New Zealand Chinese Association (NZCA)	**President:** Richard Leung	NZCA was established in 1935 and played a pivotal role in the establishment of the Chinese Poll Tax Heritage Trust. NZCA has affiliates throughout New Zealand. Its membership largely comprises those who can trace their ancestry to the first Chinese migrants who came to Aotearoa New Zealand in the 19th Century.
African Communities Forum Incorporated (ACOFI)	**President:** Rosemary Bennett	ACOFI was formed in 2011 to empower African Communities and address the issues that affect people from Africa in Aotearoa New Zealand. ACOFI promotes contact and communication between Africans and the broader community and supports the settlement of African migrants arriving in New Zealand.

Appendix C: Key contacts in the Office of Ethnic Communities

Office of Ethnic Communities | Te Tari Matawaka

Anusha Guler
Executive Director
9(2)(a)

Leads OEC which advises Government on ethnic diversity in New Zealand, and provides information, advice and services to, and for, ethnic communities.

Chief Executive | Tumu Whakarae

Paul James
Chief Executive
Secretary for Internal Affairs
Secretary for Local Government
Government Chief Digital Officer
9(2)(a)

Nandita Mathur
Regional Manager, Community Engagement - Northern
9(2)(a)

Alex Shahryar-Davies
Manager Applied Policy
9(2)(a)

Natasha Narayan
Regional Manager, Community Engagement - Central
9(2)(a)

Joanna Arnold
Manager, Planning Systems and Services (Acting)
9(2)(a)

Shane Whitfield
Regional Manager, Community Engagement - Southern
9(2)(a)

Tania Chin
Principal Advisor
9(2)(a)