## NZMSIS Intervention logic to Outcome 4 – Inclusion Who is the target group? **Business Growth Agenda** Code for possible All New Zealanders Migration contributes to building a more productive and competitive economy services (bottom row) New service proposal NZMSIS priority groups **Existing Migrant levy** Skilled migrant category funded services **NZMSIS** overarching outcome visa holders Existing Crown /baseline • Skilled temporary migrants Migrants make NZ their home, participate fully and contribute to all aspects of NZ life funded service (eg. Essential skills, Work Service primarily to Residence, Study to contributing to another Work Visa holders) Outcome 4: Migrants participate in and have a sense of belonging to their community and to New Zealand Partners and families of outcome the above groups Increased proportion of recent migrants who feel a sense of belonging to New Zealand Increased proportion of recent migrants Increased proportion of recent migrants with Reduced proportion of recent migrants who have who belong to social networks and groups residence who vote in local authority and General experienced discrimination in New Zealand (including sports groups) Migrants are Migrants NZ employers are Migrants are The NZ public Migrants are Migrant Migrants Clubs. Migrants informed about acquire accepting and cultures are accepting associations. are understand culturally supported to inclusive of diverse and inspired to ethnic NZ culture. Intermediate appropriate vote employees and celebrate vote welcoming of communities history, and understand their d and diversity welcome people, effective human rights migrants and opportunities visible language behaviours responsibilities to join groups involve them in in their their activities Provision of targeted info which will educate community and inform migrants about NZs system of Provision of support/info/training to employers to introduce/ democracy and MMP, how to enrol and where improve/ maintain inclusive recruitment and diversity policies & Support for organisations to develop/ and how to vote and what they are voting for. Provision of info practices implement diversity policies/practices **Outputs** needed and opportunities to deliver on and include migrants Provision of a mechanism that supports Provision of info for migrants to Partnerships with stakeholders who have an the NZ public to understand NZs diversity to migrants on learn about NZ interest in supporting migrants to participate in Support for migrants to find out about opportunities and their rights and culture electoral events Opportunitie join groups, volunteer opportunities etc how to access s for Support for Electoral commission workforce with the support services migrants to migrants to take up capacity to deliver targeted participation and learn about leadership roles voting services to migrants NZ culture Support for ethnic Tackling Casual Racism initiative - Social media English language courses/ interpretation services which help migrants **CALD Strategy actions** empathy building campaign community events Targeted info in migrants languages and comms campaigns for migrants communities Support for volunteer services Tackling Casual Racism initiative - Resources for businesses and migrants Info/forms in migrants languages on human rights and responsibilities and inclusion practices and resources Support at a national level for groups Supporting community groups and other agencies Specific Services such as newcomers settlement networks which provide info to migrants to deliver Employment NZ(MBIE) Support and awards for ECOCs, business info to migrants and encourage voting associations, MNCs to support SMEs develop translated resources on Educational resources Supporting local government to introduce Welcoming Cities model inclusive policy/ resources etc.. employment Electoral staff recruited who represent the voters and staff rights/exploitation and Regional what to do relationship eCALD cultural competence resources managers (OEC/INZ) Portal of existing tools and resources and info on cultural competence training and inclusion/ diversity policies/ practices. ceremonies Development of cross-govt approach to intercultural training and resource development Ethnic communities development fund (leadership development, social cohesion, cultural events)

INZ information for migrants and employers – NZ NOW,NZ ready, New to NZ Facebook, employer and migrant guides, Keeping it Clear CAB settlement workshops for new migrants