

Communities of Colour Policy

The Green Party will work in partnership with people of colour with diverse backgrounds to support our needs and aspirations. The Greens will respect our strengths and diversity and enable us to become an integral, well-understood, and embraced part of our communities, whether we have just arrived or have been in Aotearoa New Zealand for generations.¹

Vision

We belong through kinship and participation in Aotearoa.

Values and Principles

- *Whakapapa*: Our history, values, and cultural etiquette are important. We acknowledge that collectively we are tangata Tiriti and have had a long relationship with Māori.
- *Whakamana*: Our values and strengths contribute to our communities and must be respected.
- *Whanaungatanga*: We have unique cultures and stories, with commonalities and shared histories that we honour. Connection within and between our communities is important for belonging.
- *Te kaiarahi hapori*: Leadership in our communities draws on the wisdom of our cultures. It offers valuable guidance.
- *Mahi ngātahi*: Our communities and organisations must embrace flexibility and reflection, and strive for understanding and inclusion.
- *Te oranga o te whānau*: Whānau wellbeing is at the centre of community development. Our different family structures, here and overseas, strengthen our wellbeing and connection.
- *Manaakitanga*: Care, respect, and the uplifting of all people requires partnership, reciprocal relationships, and authentic inclusion.

Strategic Priorities

The Green Party's strategic goals include:

"A more connected, compassionate, and equal Aotearoa"

Actions in this policy that will help achieve this include:

¹ In this policy, "we" refers to *communities of colour*: People of Colour from afar (non-Pākehā tauwiwi), consisting of diverse peoples of migrant and refugee background.

- Resource arts spaces and outreach programmes that are designed for us, including the most marginalised. (2.3)
- Resource safe spaces and other community development initiatives led by us, for us. (3.1)
- Actively counter structural racism, casual racism, and stereotyping, including in employment, education, health, and justice. (7.6)
- Ensure our businesses and employees have access to credit, training, professional networks, and robust protection from crime and exploitation. (7.4)
- Enable us to collaboratively build, oversee, and regulate intercultural systems that work for us. (5.2)
- Foster opportunities for the most marginalised of us to lead and engage in public decision-making. (4.2)

Policy Positions

1. Whakapapa

Our Vision

Our traditions and stories inspire mutual appreciation and enrich the cultural landscape. We are recognised within the diversity of tangata Tiriti, in partnership with the diversity of tangata whenua.

Actions

- 1.1. Partner with us to protect our cultural stories and traditions from inappropriate use and erasure.
- 1.2. Facilitate a national conversation on Te Tiriti o Waitangi and Tauīwi o ngā Tae, as part of constitutional transformation as outlined in Matike Mai.

See also our [Tiriti o Waitangi Policy](#).

2. Whakamana

Our Vision

The fluid cultural diversity of Aotearoa New Zealand is embraced. The strengths of our diverse communities are recognised and respected as a resource.

Actions

- 2.1. Incentivise storytelling about diverse cultures in the media.
- 2.2. Build widespread cultural understanding through education.
- 2.3. Resource arts spaces and outreach programmes that are designed for us, including the most marginalised.
- 2.4. Seek our contributions to community development and local decision-making, including emergency preparation.
- 2.5. Enable us to use our skills in paid and voluntary work that we and our communities value.

See also our [Media Policy](#), [Education Policy](#), [Emergency Management Policy](#), and [Community and the Economy Policy](#).

3. Whanaungatanga

Our Vision

We are an integral part of the social, cultural, and civic fabric of our communities.

Actions

- 3.1. Resource safe spaces and other community development initiatives led by us, for us.
- 3.2. Support us to build intercultural relationships, including with Māori and Pasifika communities.
- 3.3. Foster open, forward-looking conversations that actively include people with diverse cultural backgrounds.

See also our [Arts, Culture, and Heritage Policy](#).

4. Te kaiarahi hapori

Our Vision

We are equitably represented in leadership positions.

Actions

- 4.1. Create an inclusive and culturally safe environment within public decision-making bodies.
- 4.2. Foster opportunities for the most marginalised of us to lead and engage in public decision-making.
- 4.3. Provide inclusive leadership programmes.
- 4.4. Enforce non-discriminatory workplace promotion practices.

See also our [Governance Policy](#) and [Workforce Policy](#).

5. Mahi ngātahi

Our Vision

Our diverse views are well understood and inform decisions that affect us.

Actions

- 5.1. Resource the Ministry for Ethnic Communities to provide a single cross-agency support system that meets our diverse needs.
- 5.2. Enable us to collaboratively build, oversee, and regulate intercultural systems that work for us.
- 5.3. Require governance bodies to seek our input.
- 5.4. Resource community groups to reflect our diversity and advocate for us.

See also our [Research, Science, and Technology Policy](#).

6. Te oranga o te whānau

Our Vision

Our diverse families are well supported. Aotearoa New Zealand helps protect universal human rights, including in our countries of origin.

Actions

- 6.1. Ensure we can live together in warm, dry homes in the communities of our choice.
- 6.2. Require employers to provide a living wage.
- 6.3. Guarantee a minimum income.
- 6.4. Provide public services that support our wellbeing, including health and education.
- 6.5. Support us to share our diverse views about the activity of governments in our countries of origin.
- 6.6. Take an independent approach to foreign policy that supports self-determination of peoples, human rights, the international rule of law, global cooperation, and non-violence.

See also our [Housing and Sustainable Communities Policy](#), [Livelihoods Policy](#), [Health Policy](#), and [Global Affairs Policy](#).

7. Manaakitanga

Our Vision

When we arrive in Aotearoa New Zealand, we and our whānau settle successfully and thrive in our new communities. We are safe from all forms of discriminatory behaviour, including hate speech and microaggressions.

Actions

- 7.1. Provide a fair, accessible immigration process, including pathways to residency.
- 7.2. Improve enforcement of the working rights of temporary migrants.
- 7.3. Inform us about Te Tiriti o Waitangi, our rights and responsibilities, and the support services available to us.
- 7.4. Ensure our businesses and employees have access to credit, training, professional networks, and robust protection from crime and exploitation.
- 7.5. Broaden the definition of hate speech in the Human Rights Act, in line with the definition in the UN Strategy and Plan of Action on Hate Speech,² and promptly enforce its prohibition.
- 7.6. Actively counter structural racism, casual racism, and stereotyping, including in employment, education, health, and justice.

² *Hate speech*: "Any kind of communication in speech, writing or behaviour, that attacks or uses pejorative or discriminatory language with reference to a person or a group on the basis of who they are, in other words, based on their religion, ethnicity, nationality, race, colour, descent, gender or other identity factor. This is often rooted in, and generates, intolerance and hatred, and in certain contexts can be demeaning and divisive." [United Nations Strategy and Plan of Action on Hate Speech](#)

See also our [Human Rights Policy](#), [Immigration Policy](#), [Business Policy](#), and [Justice Policy](#).