



NEW ZEALAND
POLICE
Ngā Pirihimana o Aotearoa



Memorandum of Understanding

between the

Multicultural New Zealand

and

New Zealand Police

Ngā Pirihimana o Aotearoa

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Signed by the President of Multicultural New Zealand

Signed by the Commissioner of Police

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Background – He Kupu Whakamahuki

1. The New Zealand Federation of Multicultural Councils (NZFMC) Inc. (aka Multicultural New Zealand (MNZ)) was first established under the name of the New Zealand Federation of Ethnic Councils in July 1989 as an incorporated, non-government organisation. It became the NZ Federation of Multicultural Councils in 2011 and operates under the name of Multicultural New Zealand. It currently consists of 21 regional multicultural councils located in Whangārei, Auckland, Waikato, Rotorua, Tauranga, Whanganui/Rangatikei, Hawke's Bay, Manawatu, Upper Hutt, Hutt City, Wellington, Porirua, Nelson/Tasman, Christchurch, Hakatere, Timaru, Oamaru, Dunedin, Queenstown, Te Tai o Poutini West Coast and Southland, three national councils for Youth, Women and Seniors, and a Business Advisory Board. Additional Multicultural councils may become affiliated to NZFMC in future and they will be added into this MOU by mutual agreement between Police and NZFMC.
2. The aspirations of NZFMC is a for a safe Te Tiriti based multicultural society.

The goals of Multicultural New Zealand are:
 - The safety of all migrants and their families
 - To improve integration efforts across the board
 - To make New Zealand a Treaty-based society
 - To improve equal participation in New Zealand socioeconomics
 - Furthering sustainable footing for volunteer and community groups
3. NZFMC has embraced E Tū Whānau values for its mahi to implement safety in the community.
 - Aroha
 - Whanaungatanga
 - Whakapapa
 - Mana/Manaaki
 - Kōrero awhi
 - Tikanga
4. New Zealand Police is established under and regulated by the Policing Act 2008 and the Policing Regulations 2008. The functions of the Police are:
 - Keeping the peace
 - Maintaining public safety
 - Law enforcement
 - Crime prevention
 - Community support and reassurance
 - National security
 - Participation in policing activities outside New Zealand
 - Emergency management
5. A Letter of Intent (Annex One) was issued by Police to NZFMC on 15 June 2005 to formalise the relationship.
6. The parties have had a formal memorandum of understanding since 2009. The current MOU builds on this successful history of working together and is updated to reflect the continuing partnership.

Interpretation – He Whakamāramatanga

7. For this MOU:
- Commissioner** means the Commissioner of Police holding office under section 12 of the Policing Act 2008.
 - Areas of common interest mean those matters where each party contributes to a shared outcome or has a shared role or interest.
 - Senior management within Multicultural New Zealand means the Executive Director and National Executive, and within New Zealand Police, senior managers.

Purpose – Te Aronga

8. The purpose of this MOU is to maintain and promote a collaborative working relationship between Multicultural New Zealand and Police. This MOU is an updated version of the previous MOU as signed by MNZ and Police on 2 April 2016. This updated version will replace the previous version.

This MOU is supported by a Draft Action Plan (See Annex Two) for further discussion between Police and MNZ on specific actions to support the MOU. These specific actions include areas of common interest such as:

- Ongoing communication
 - Social cohesion
 - Provision of MNZ profile
 - Provision of crime and crash data by Police
 - Training
 - Recruitment
 - MNZ initiatives
9. This MOU confirms the relationship between the parties based on a spirit of goodwill, co-operation and coordination. The parties will work together to develop ongoing positive communication based on trust.

Relationship principles – Ngā tikanga whaitake

10. The parties acknowledge that the successful performance of this MOU is dependent on a good working relationship.
11. In working together, the parties agree to adopt the following principles:
- To act in good faith to carry out the obligations of the MOU
 - To work cooperatively to support shared objectives
 - To communicate openly and honestly with a 'no surprises' policy
 - To continue to build our relationship through respect and integrity
 - To accept and recognise each Party's autonomy
 - To deal with disputes promptly and resolve them fairly

Annexes to the memorandum of understanding – Ngā āpititanga ki te pukapuka whakamārama

The parties agree that from time to time they may develop protocols relating to specific procedures and activities involving the parties. These will be attached to the MOU as schedules. New agreements or protocols may supersede existing ones. All current agreements or protocols will be attached as schedules.

12. New schedules may be developed and added with approval from the Deputy Commissioner – Iwi & Community and the President of Multicultural New Zealand or their delegated staff.
13. Reviews, modifications or terminations of existing schedules may be undertaken by the mutual agreement of the signatories to the schedule. All changes must be notified to the Deputy Commissioner – Iwi & Community and the President of Multicultural New Zealand or their delegated staff, so that the master document can be amended.
14. Schedules will be reviewed:
 - Initially, one year after signing and then every two years, or
 - As agreed, or
 - In line with the reviews of this MOU
15. It is agreed that:
 - a. The Deputy Commissioner – Iwi & Community and the President of Multicultural New Zealand will meet at least once during the year to discuss the strategic direction, priorities and plans for the following financial year. The meeting should encompass any area or issue related to the MOU with the potential for each or both parties to achieve the desired outcomes.
 - b. The Deputy Commissioner – Iwi & Community and President of Multicultural New Zealand or their delegated staff, will meet during April each year. This is to develop a consultation schedule to discuss issues relating to these key activities:
 - i. Identifying and developing key result areas
 - ii. Developing relevant annual engagement plans
 - c. Each party will provide the other with an outline of their respective relevant policy work programmes and will inform each other of any changes to priorities and timelines.

Review of the memorandum of understanding – Te arotakenga o te pukapuka whakamārama

16. The parties' representatives will meet as agreed to review this MoU every two years. Any subsequent amendments may be made pursuant to paragraph 36.
17. The parties' representatives are primarily responsible for ensuring that the intent of this MoU is followed.

Consultation of strategic priorities and plans

– Te whakaakoako o ngā rautaki whakaarotau me ngā take

18. It is agreed that:

- a. The Deputy Commissioner Iwi and Community, the Police National Partnerships Manager – Ethnic and the President of Multicultural New Zealand or the President's nominees, will meet at least once during the year to discuss the strategic direction, priorities, policies and plans for the following financial year. The meeting should discuss any area or issues relating to key activities for each or both parties to achieve the desired outcomes of this MOU.
- a. Each party will provide the other with an outline of their respective relevant policy work programmes and will inform each other of any changes to priorities and timelines.

Consultation on policy initiatives

– Te whakaakoako o ngā tini kaupapa here

19. Nationally, both parties will inform each other, at the initial stage of development, of relevant policy initiatives. Each party will take all reasonable steps to ensure that adequate time is given for the other to provide comment where appropriate.
20. At district or local level, both parties will inform each other, at the initial stage of development, of initiatives that are relevant to this MOU, that affect the other party. Each party will take all reasonable steps to ensure that adequate time is given for the other to provide comment where appropriate.

Communication and media strategies

– Ngā rautaki whakawhitiwhiti me te pāpāho

21. At national, district or local levels, both parties will inform each other of relevant communication strategies that they are undertaking, at the initial stage of development. They will take all reasonable steps to ensure that adequate time is given for either party to provide comment where appropriate.
22. Where appropriate, opportunities for joint communication campaigns should be taken at national, district or local levels.

District/area management – Whakahaeretanga ā-rohe

23. Regional Multicultural Council Presidents will meet with respective Police District senior management to discuss key tasks at district or area level. Areas of joint business, where improvements in service delivery can be made, should be identified and incorporated into district or area action plans, with appropriate performance measures.
24. Where specific areas of interest have been identified, regional Multicultural Presidents and Police District senior management will work together to agree action plans, resourcing and outcomes.

Training – Whakangungu

25. Regional Multicultural Councils and Police at a district or area level should take opportunities to hold joint training sessions involving both Police, stakeholders that include community and or government agencies. Regional Multicultural Councils and Police District senior management are encouraged to advise each other of training opportunities and invite each other to participate.
26. MNZ and regional Multicultural Councils express a need to receive training/education on safety issues. The regional Multicultural Councils will approach local police about training they wish to receive from Police.
27. Representatives of each party may meet as required to develop training plans and identify opportunities to hold joint training sessions involving Police, stakeholders that include community and or government agencies to explore engagement and training opportunities with the RNZPC.

Implications for children – Ngā hiraunga mō ngā

28. Where applicable the parties will ensure that they comply with the provisions of the Children's Act 2014.

Sharing information – Te toha pārongo

29. Multicultural New Zealand and Police will develop strategies to share information to enhance community safety. These strategies should seek to take advantage of new technology.
30. Any sharing of information will comply with the Privacy Act 2020 and the Official Information Act 1982 and any other relevant legislation.

Issue or dispute resolution

– Te whakatika i ngā raru me ngā tautohetanga

31. All issues, disputes and differences between the parties about the interpretation or performance of this MoU shall, firstly, be attempted to be resolved at the earliest opportunity, locally (by local representatives or senior managers).
32. Only when matters remain unresolved or require further adjudication should they be referred to the agency representatives.
33. If agreement cannot be reached within 28 days of referral under paragraph 32 above, then the matter shall be referred, in writing, to the President of Multicultural New Zealand and the Commissioner of Police for final resolution.

Costs – Ngā Utu Here

34. Unless the parties mutually determine otherwise, the cost of meeting the commitments of this MOU shall be met by the party incurring the cost.

Termination – He Whakatepenga

35. Unless otherwise agreed, either party may terminate the MOU by giving 14 days' notice in writing to the other party.

Variation – Tangongitanga

36. Except as stated in this MoU, it can only be modified by a written agreement duly signed by persons authorised to sign on behalf of the parties hereto.

Term – Te Herenga

37. This agreement will take effect on the commencement date.

Conditions – Ngā Here

38. Nothing in this MOU shall make either party liable for the actions of the other or constitute any legal relationship between the parties.
39. The provisions in this MOU are to be read subject to any chief executive, or Cabinet directives, and any enactment.
40. Where there are changes to Government policy which affect the purpose and functions of this MOU, each party agrees to inform the other of those changes at the earliest possible time thereafter and agrees to meet to re-negotiate any aspect of this MOU, if necessary.

Parties' representatives – Ngā māngai o ngā rōpū

41. The parties' specified contact details and party representatives are:

Multicultural New Zealand

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New Zealand Police

Name: Deputy Commissioner Wallace Haumaha

Address: 180 Molesworth Street, Thorndon, Wellington

Telephone: (04) 474 9499

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New Zealand Police

Name: Superintendent Rakesh Naidoo

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Schedule of Annexes

Annex One: Letter of Intent

Dated: 15th June 2005

To the New Zealand Federation of Ethnic Councils

In February 2005, the New Zealand Police launched its Ethnic Strategy. The strategy has two overarching outcomes:

1. To ensure that Police have the capability and capacity to engage with ethnic communities, and
2. To ensure that culturally appropriate strategies are implemented with ethnic communities that increase community safety, and prevent and reduce crime, road trauma and victimisation.

The Launch of the Ethnic Strategy was the beginning of an important journey to achieving 'safer communities together' with ethnic communities, but one of the keys to successfully working together is to ensure a strong working relationship is established with ethnic community members and organisations. It is the intention of the New Zealand Police to pursue active and effective community partnerships within the wide diversity of ethnic community groups.

The New Zealand Police value the unique roles played by the ethnic community organisations including NZFEC and will proactively seek to build strong and respectful relationships with NZFEC.

There have been some discussions between NZ Police and NZFEC on how a positive working relationship can be built. It is the intention of the New Zealand Police to keep the ongoing dialogues with the NZFEC, with a view that a Memorandum of Understanding may be developed subject to an ongoing evaluation of joint projects and the working relationship.

The NZ Police see honesty, trust and integrity, compassion and caring as the key components in a positive relationship, and also recognise that it will take time and require hard work, reflection and active engagement while developing a relationship.

The NZ Police is committed to creating a genuine and inclusive working relationship with all ethnic community organisations and members to achieve the shared vision of 'Safer Communities Together'.

Yours sincerely

Superintendent Wallace Haumaha
Deputy Chief Executive Maori
Office of the Commissioner
New Zealand Police

Annex Two: Action Plan

| Priority | Description | Action |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ongoing communication | Both parties want to develop ongoing positive communication based on trust and confidence. | <p>MNZ and Police National Headquarters (PNHQ), represented by Iwi and Communities, will liaise on a regular basis. The purpose of these meetings will be to oversee the guidelines, report on organisations work plans, and to discuss strategic issues.</p> <p>PNHQ and the President of MNZ will communicate directly, whilst District Commanders (through their delegates such as Area Commanders, Prevention Managers, Maori Responsiveness Managers or Ethnic Liaison Officers) and Presidents of regional Multicultural Councils will communicate directly.</p> <p>Police will be invited to attend and speak at MNZ meetings or conferences where appropriate, whilst members of MNZ will be invited to attend relevant Police meetings when appropriate and or participate on Police Ethnic Advisory Boards where appropriate.</p> <p>The Police may form a strategic reference group to monitor the implementation of the Police Ethnic Strategy. MNZ will be consulted and included in the forming and or representation on this reference group.</p> |
| Social Cohesion | Community Engagement initiatives will be developed by District Commanders, Area Commanders, Prevention Managers, Maori Responsiveness Managers, Ethnic Liaison Officers and ethnic communities including regional Multicultural Councils. | <p>Such community engagement initiatives may include:</p> <ul style="list-style-type: none"> • Broader participation in community patrols, Neighbourhood Support or similar partnership-based crime prevention programmes. • New migrant and former refugee education. • Appointment of Police Ethnic Liaison Officers. • Provision of interpreters. • Participation where appropriate in Police Supported Resolutions programmes. • Supporting prevention, intervention and resolution programmes where specific crime, victimisation and road safety issues have been identified. • Increased programmes for working with women and youth priorities. • Ethnic Advisory Board representation • Support of key programmes including sporting events such as community football tournaments and the Race Unity Speech Awards. • Participation and support of cultural, religious and community events focusing on social cohesion, promoting racial harmony and increased understanding. <p>These activities are undertaken in the regions and will form the communications guidelines in the regions.</p> |

| Priority | Description | Action |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A profile of MNZ will be developed to assist with Police engagement | MNZ will develop a population profile of Multicultural Councils which will enable the Police to better understand and engage with the MNZ community. | <p>Over the next two years, subject to funding, MNZ will develop a profile of its organisation stating the number of groups and ethnic population affiliated to each region and the overall number of members.</p> <p>The Police and MNZ will engage constructively in an information sharing arrangement to benefit both parties.</p> <p>MNZ understands that the Police are required to comply with statutory and regulatory requirements.</p> |
| Crime, victimisation and road crash statistics will be provided to MNZ | <p>These statistics will assist MNZ and Multicultural Councils to plan a program to assist in the reduction of these crime, victimisation and crash statistics.</p> <p>MNZ understands that it will need to make a formal written request to Police for any information. MNZ also understands that any information provided constitutes a general indication of the circumstances reported upon.</p> | <p>MNZ will request in writing that Police provide specific statistics on an annual basis (providing that this information is not readily available elsewhere such as www.stats.govt.nz).</p> <p>MNZ understands that Police must comply with statutory and regulatory requirements when considering a request for disclosure of statistics.</p> <p>Police will continue to work to improve the statistics and makes an undertaking to keep MNZ updated on progress.</p> |
| Training | <p>MNZ and Multicultural Councils express a desire to receive training/education on safety issues.</p> <p>Police also express a desire to receive cultural and religious training from MNZ and Multicultural Councils.</p> | <p>Members of the Multicultural Councils will approach their local police to request training relevant to them.</p> <p>Members of the Police Districts will approach their local MNZ representatives to request training relevant to them.</p> <p>District Police will include Regional Associations on their mailing list to advise of relevant training provided to community members. This relates to the Regions/Districts and will be part of the Multicultural Council and District communication guidelines.</p> |

| Priority | Description | Action |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Recruitment | The police seek to increase the number of people from ethnic communities into police. | <p>MNZ will place appropriate link on its website to the Police Recruiting website and Police web pages that provide Ethnic Liaison Officer contact points.</p> <p>Police will provide career information and promotional materials to MNZ and will provide support to MNZ, to ensure that the materials will be used to best effect.</p> <p>MNZ will use its networks with ethnic communities to promote policing as a career option.</p> |
| Youth | Identify problems being faced by young people. | MNZ and RMCs will identify problems with the help of Police and organise project and training programmes accordingly. |
| Family Harm | Reducing family harm and ensuring safety of women. | MNZ and RMCs will identify issues around family harm and safety of women with the help of Police and organise project and training programmes accordingly. |
| MNZ Endeavours | <ol style="list-style-type: none"> 1. Huarahi Hou 2. Women's wellbeing framework 3. Football tournament 4. Mental Health 5. Suicide 6. Family Harm 7. Alcohol and drug abuse 8. Community patrol and policing 9. LGBTIQI+, diversity and inclusion issues. 10. Victim Support | <p>MNZ uses a Huarahi Hou (Treaty-based multiculturalism) approach in all its initiatives and events. MNZ commits to furthering a greater engagement as Tangata Tiriti to all migrant, former refugee and other tauwiwi communities.</p> <p>MNZ provides communities with free resources that empower the wellbeing, safety and success of women in multicultural communities.</p> <p>MNZ enables positive diversity and inclusion by playing an active role in engaging multicultural communities in the multi-ethnic football tournaments run around the country.</p> <p>MNZ advocates for awareness around mental health, suicide and family violence in culturally sensitive ways, and engages in initiatives such as White Ribbon Day.</p> <p>MNZ acts as a safe, neutral, confidential party for anyone that wishes to seek support in matters around mental health, suicide, family harm, and substance abuse.</p> <p>MNZ encourages a positive and united approach to community safety.</p> <p>MNZ acts as a collective voice and safe space to engage in conversation around LGBTIQI+, diversity and inclusion issues in multicultural communities. MNZ takes a zero-tolerance stance on discrimination and racism.</p> <p>MNZ has a network to provide appropriate victim support, MNZ will work collaboratively with Police whenever such operational support is required.</p> |



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