

Kāpuia collated feedback (July 2021 to May 2023) – Proactively released 1 August 2023

Kāpuia collated feedback				
Project and Government Agency	RCOI Rec Number	Month of feedback	Kāpuia was encouraged...	Kāpuia considers...
Customs and Immigration – Improvements at the border	Relates to Part 8, Chapter 8 in the RCOI report.	December 2022	<p>Immigration New Zealand is continuing to progress to a more customer-centric model and is prioritising being a good partner for Māori as part of its new strategy.</p> <p>Customs and Immigration New Zealand have been addressing the concerns from the Royal Commission of Inquiry (RCOI) report (which Kāpuia refers to as implicit recommendations), in the lead up to and since the report was released.</p> <p>Both agencies have a wide focus on white identity extremism in border risk management and training for border officials.</p> <p>Customs and Immigration New Zealand have increased workforce diversity since the release of the RCOI report and the agencies are implementing anti-bias training for all staff.</p> <p>Immigration New Zealand engages directly with priority groups (including South and East Asian, Chinese and Filipino) and works with multicultural councils and the Ministry for Ethnic Communities to keep communities up to date on any changes made at the border.</p>	<p>That anti-bias training for Customs staff on the front-line should be mandatory for all Customs and Immigration New Zealand staff, not just new staff. Systemic issues of bias at the border cannot be solved if existing staff are not included in a training mandate.</p> <p>Communities and individuals are still confused about the ever-changing immigration policies and would like to see front-line staff more equipped to answer questions, especially when these questions are from people from diverse backgrounds and life experience (including different border systems in other countries).</p> <p>There are still cases known to Kāpuia members, where applicants are having to wait lengthy periods of time for their visa applications to be approved.</p> <p>Kāpuia would appreciate learning more from the Customs Service and Immigration New Zealand about:</p> <ul style="list-style-type: none"> • The training of Customs Service and Immigration New Zealand staff on cultural competency, as some Kāpuia members are hearing from communities they engage with that there are still widespread views that officials are not demonstrating empathy or cultural sensitivity at the border. • An explanation of current data collection and profiling rules at the border, to be more confident that specific

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				<p>communities are not being unfairly targeted.</p> <ul style="list-style-type: none"> • How are complaints against the Customs Service and Immigration New Zealand dealt with, and how lessons are learned, and changes implemented so mistakes are not repeated. • Does either agency identify refugees coming into New Zealand? What support is currently provided to refugees to support them on arrival? And what kind of coordination exists with other agencies that support new refugees settle into a new country?
Classification Office – Censorship	Related to the intent of the RCOI report.	May 2023	<p>These agencies are working closely together to address harmful digital and online content – albeit within the constraints of current (and somewhat outdated) system.</p> <p>These agencies understand the need for Aotearoa community-derived standards to protect people from harmful content. It was reassuring to hear that harmful content is sometimes banned in New Zealand even when the same content remains legal overseas.</p> <p>It is now more difficult to live stream harmful content. There are new automated safety flags that can stop streaming. Although it is important work continues to encourage more social media companies to integrate this protective technology.</p> <p>The Chief Censor now has the power to put in place Interim Classification Orders and that allows harmful content to be classified and taken offline faster – potentially before it has a chance to become viral. Furthermore, guided by legislation, the censor can ban hateful online content when it contains elements that reach a legal threshold for objectionability and lots of work occurs with international partners to get content removed</p>	<p>Like the Christchurch Call, government agencies should be working to increase their partnerships with a range of countries. This will expose them to a range of perspectives that will enable policymaking to better support different communities.</p> <p>It is important for senior officials and Ministers to proactively speak with the public as a key component of early intervention and education - especially for parents and youth on the dangers of social media and how to protect themselves.</p> <p>Freedom of speech and harmful online content should not be seen in opposition - people have a right to be protected from harmful online content. A social cohesion lens and foundation for future thinking and interventions may be helpful to advance discussions in this area.</p> <p>Many languages are spoken in Aotearoa, New Zealand and more needs to be done to address harmful content in languages other than English. Artificial Intelligence language models may be able to help in future, but there appears to be a current gap. When government agencies working on countering harmful digital and online content hire new staff, foreign language capabilities need to be part of workforce diversity considerations.</p> <p><i>Kāpuia would appreciate learning more from DIA, the Chief</i></p>

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			overseas too. This includes banning gaming content, and the office will continue to assess games as they are released.	<p><i>Censor and the Christchurch Call:</i></p> <ul style="list-style-type: none"> • How will they consider and respond to Kāpuia's concerns? • What work is underway to address harmful content on end-to-end encrypted platforms? These social media platforms continue to pose a challenge for all countries. • As Facebook moderation is based on US standards and Aotearoa New Zealand is covered by an office based in Singapore - how are agencies working to ensure teams based overseas understand Aotearoa New Zealand's unique context? • What are the consequences when a platform doesn't take something down after it is deemed illegal in Aotearoa New Zealand? • What work are you undertaking to keeping ahead of trends in these important areas?
DIA - Content regulatory review	R41	May 2023	<p>These agencies are working closely together to address harmful digital and online content – albeit within the constraints of current (and somewhat outdated) system.</p> <p>These agencies understand the need for Aotearoa community-derived standards to protect people from harmful content. It was reassuring to hear that harmful content is sometimes banned in New Zealand even when the same content remains legal overseas.</p> <p>It is now more difficult to live stream harmful content. There are new automated safety flags that can stop streaming, although it is important work continues to encourage more social media companies to integrate this protective technology.</p> <p>The Chief Censor now has the power to put in place</p>	<p>Like the Christchurch Call, government agencies should be working to increase their partnerships with a range of countries. This will expose them to a range of perspectives that will enable policymaking to better support different communities.</p> <p>It is important for senior officials and Ministers to proactively speak with the public as a key component of early intervention and education - especially for parents and youth on the dangers of social media and how to protect themselves.</p> <p>Freedom of speech and harmful online content should not be seen in opposition - people have a right to be protected from harmful online content. A social cohesion lens and foundation for future thinking and interventions may be helpful to advance discussions in this area.</p> <p>Many languages are spoken in Aotearoa, New Zealand and more needs to be done to address harmful content in languages</p>

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			<p>Interim Classification Orders that allows harmful content to be taken offline faster – potentially before it has a chance to become viral.</p> <p>Furthermore, guided by legislation, the censor bans a lot of hateful online content and work is done with international partners to get content removed overseas as well. This includes banning gaming content, and the office will continue to assess games as they are released.</p> <p>Following 15 March 2019, the Government expanded the remit of DIA's Digital Safety team to include preventing and countering violent extremism and terrorism. The team can act quickly to remove harmful content when material meets the statutory thresholds.</p> <p>Work is underway by DIA to enable a future regulator to hold social media companies to account and to have hateful material managed from a consumer safety perspective even if it does not meet the usual threshold for illegal content.</p> <p>The Christchurch Call is a multistakeholder initiative which involves the governments of 58 countries, 14 tech companies and multiple partner organisations and civil society experts to eliminate terrorist and violent extremist content online. One important area of work is on updating and testing the incident response framework it developed following March 15 in order to quickly bring down harmful live content. The Christchurch Call gains a real diversity of thought and perspectives from the large coalition of countries they work with. The Christchurch Call is also involved in conversations to compare and improve the programmes which tech companies use to "re-direct" users away from</p>	<p>other than English. Artificial Intelligence language models may be able to help in future, but there appears to be a current gap. When government agencies working on countering harmful digital and online content hire new staff, foreign language capabilities need to be part of workforce diversity considerations.</p> <p>Kāpuia would appreciate learning more from DIA, the Chief Censor and the Christchurch Call:</p> <p>How will they consider and respond to Kāpuia's concerns?</p> <p>What work is underway to address harmful content on end-to-end encrypted platforms? These social media platforms continue to pose a challenge for all countries.</p> <p>As Facebook moderation is based on US standards and Aotearoa New Zealand is covered by an office based in Singapore - how are agencies working to ensure teams based overseas understand Aotearoa New Zealand's unique context?</p> <p>What are the consequences when a platform doesn't take something down after it is deemed illegal in Aotearoa New Zealand?</p> <p>What work are you undertaking to keeping ahead of trends in these important areas?</p>
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			harmful content to help promote and empower communities to make a positive difference online.	
	R41	September 2022	<p>The core objective of the Department of Internal Affairs' (DIA) work on content regulation is harm minimisation.</p> <p>The new system for content regulation is being designed for the New Zealand context while being globally aligned to ensure international enforcement and accessibility.</p> <p>'Content' is being broadly defined in this review, and a single regime is being considered for eg digital, broadcast, social media, as well as film and publication.</p> <p>Paragraph withheld under s9(2)(f)(iv)</p> <p>Paragraph withheld under s9(2)(f)(iv)</p>	<p>The definition of 'harm' when regulating online content should be clearly defined and consistently used and understood across Government. Kāpuia recognises the challenge with agencies agreeing on definitions of harm, especially where legal definitions are not possible. Kāpuia is aware there are many international examples of approaches to address harm but Aotearoa New Zealand needs a unique approach, specific to us. Te ao Māori should be incorporated into the content regulation work to reflect New Zealand's expectations and context.</p> <p>While understanding timing issues for different workstreams responding to the RCOI, it is important for this stream of DIA's work to be integrated with Police's development of a single reporting tool (recommendation 12), Ministry of Justice thinking on definitions of "hate" speech and related offences, and work DIA is charged with progressing on "objectionable" material under recommendation 41.</p> <p>Kāpuia would appreciate learning more from DIA about:</p> <ul style="list-style-type: none"> • How the team at DIA working on the Content Regulation Review are working with NZ Police on the development of the single reporting tool- recommendation 12. • What international model for defining 'harm' have been considered? • When will consultation begin on the definition of 'harm'.
	R41	May 2022	The clarity of DIA's presentation was appreciated.	Agencies need to actively work together on this mahi – further clarification on links across the work programmes and how DIA's work links to the work led by MOJ on Hate Speech is needed.
DPMC – Christchurch Call	Related to the intent of the RCOI	May 2023	These agencies are working closely together to address harmful digital and online content – albeit within the constraints of current (and somewhat	It is important for senior officials and Ministers to proactively speak with the public as a key component of early intervention and education - especially for parents and youth on the dangers

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	report.		<p>outdated) system.</p> <p>These agencies understand the need for Aotearoa community-derived standards to protect people from harmful content. It was reassuring to hear that harmful content is sometimes banned in New Zealand even when the same content remains legal overseas.</p> <p>It is now more difficult to live stream harmful content. There are new automated safety flags that can stop streaming. Although it is important work continues to encourage more social media companies to integrate this protective technology.</p> <p>The Christchurch Call is a multistakeholder initiative which involves the governments of 58 countries, 14 tech companies and multiple partner organisations and civil society experts to eliminate terrorist and violent extremist content online. One important area of work is on updating and testing the incident response framework it developed following March 15 in order to quickly bring down harmful live content. The Christchurch Call gains a real diversity of thought and perspectives from the large coalition of countries they work with. The Christchurch Call is also involved in conversations to compare and improve the programmes which tech companies use to “re-direct” users away from harmful content to help promote and empower communities to make a positive difference online.</p>	<p>of social media and how to protect themselves.</p> <p>Freedom of speech and harmful online content should not be seen in opposition - people have a right to be protected from harmful online content. A social cohesion lens and foundation for future thinking and interventions may be helpful to advance discussions in this area.</p> <p>Many languages are spoken in Aotearoa, New Zealand and more needs to be done to address harmful content in languages other than English. Artificial Intelligence language models may be able to help in future, but there appears to be a current gap. When government agencies working on countering harmful digital and online content hire new staff, foreign language capabilities need to be part of workforce diversity considerations.</p> <p><i>Kāpuia would appreciate learning more from DIA, the Chief Censor and the Christchurch Call:</i></p> <ul style="list-style-type: none"> • You identified there are currently discussions here and overseas on “re-directing” users from harmful content, how many (and which) platforms are actively working with the Christchurch Call on this important issue? • How will they consider and respond to Kāpuia’s concerns? • What work is underway to address harmful content on end-to-end encrypted platforms? These social media platforms continue to pose a challenge for all countries. • As Facebook moderation is based on US standards and Aotearoa New Zealand is covered by an office based in Singapore - how are agencies working to ensure teams based overseas understand Aotearoa New Zealand’s unique context? • What are the consequences when a platform doesn’t take something down after it is deemed illegal in Aotearoa New
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				<p>Zealand?</p> <ul style="list-style-type: none"> • What work are you undertaking to keeping ahead of trends in these important areas?
<p>DPMC – National Security Workstreams (reform, strategy, NSIPs)</p>	R1-3	March 2023	<p>From the DPMC team about their current thinking on national security reform proposals as it has enabled the roopu to better understand the current status of the work and the constraints DPMC is working with.</p>	<p>The Royal Commission (RCOI) report outlined clear reasons for change in the national security system and recommended a new National Intelligence and Security Agency, it is disappointing this is not reflected in the current proposals.</p> <p>It is unacceptable that national security reform work has not been prioritised by the Government. Protecting New Zealanders from national security threats relies on the Government prioritising this work and following through on its commitments.</p> <p>It was very disappointing to hear DPMC were not invited to make a budget bid to fund this reform. This indicates to the roopu that the urgency of this work is not understood by the Government. This reform is about the safety of Aotearoa and should be a top priority.</p> <p>It is frustrating it has taken so long for specific proposals to be tested with Kāpuia. The roopu is not able to provide advice to the Lead Coordination Minister in a timely way if it is not kept informed.</p> <p>Performance monitoring of the national security system is vital, it needs to be independent from the core agencies and include real leavers to hold it to account. It is important that this performance monitoring is also transparent.</p> <p>National security reform needs to avoid a legacy mindset. Proposals must be forward looking, courageous, innovative and embrace change. New Zealand has the opportunity to provide a leadership role globally on national security reform.</p> <p>The new system must have a culture that encourages gaps to</p>

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				<p>be identified and addressed. This will allow the system to improve over time and be proactive instead of constantly reacting to challenges as they arise.</p> <p>The national security system needs to consider risk mitigation more broadly and should be more closely linked with Ministries such as Health and Disabilities.</p> <p>A common definition of national security needs to be agreed across government agencies, as currently there are many different definitions.</p> <p>Risks need to be the focus over the current “Hazards and Risks” approach because risks can be mitigated.</p> <p><i>Kāpuia would appreciate learning more from DPMC about:</i></p> <p>How the proposals can be future proofed to ensure the system is changing to be able to meet future challenges?</p> <p>How will these proposals address all the challenges the RCOI identified that led to the recommendation of a national security and intelligence agency?</p> <p>How can community provide input into the national security system? What mechanisms will there be to improve transparency of the policy process and key decisions?</p>
	R1-3 R17	February 2023	<p>DPMC is taking a considered approach to ensuring its strategies and other documents are accessible for different communities, and Kāpuia appreciates that DPMC is open to learning new ways to improve accessibility.</p> <p>DPMC has listened to Kāpuia’s past feedback and incorporated it in the National Security strategy and the PCVE strategic framework.</p>	<p>DPMC should monitor how the public interacts with national security information on its website to better identify trends on what is commonly accessed.</p> <p>DPMC should better categorise information from the independent national security public survey to reflect whether there are differences between community groups.</p> <p>The importance of social cohesion should be clearly reflected in the National Security Strategy (in line with the RCOI report).</p>

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				<p>Recommendations 1-3 of the RCOI to be of fundamental importance to improving the national security system in New Zealand.</p> <p>Kāpuia would like to know more from DPMC on:</p> <ul style="list-style-type: none"> • How the National Security Reform programme of work will be progressing following DPMC discussions with the new Prime Minister as Minister for National Security and Intelligence. • How communities will be able to understand and measure the progress of the National Security reforms. • The different forms of oversight of the 10 intelligence agencies whose work will be guided by the updated National Security Priorities (NSIPs).
	R1-3 R17	October 2022	<p>On National Security Reform:</p> <p>The Department of the Prime Minister and Cabinet (DPMC) had received and reviewed the feedback Kāpuia sent following the most recent national security subgroup on 11 October, and that much of Kāpuia's feedback aligned with DPMC's thinking on the issues that need to be covered.</p>	<p>On National Security Reform:</p> <p>Reinforcing some points made previously:</p> <ul style="list-style-type: none"> • Horizon scanning and forward thinking must be an absolute priority given the pace of change in the global strategic environment. • Community input into national security priorities is important to ensure the priorities are meaningful and to build trust with communities. As an example, food security should be explored as a national security issue. Current international instability and climate change have highlighted the importance of this issue for communities. • Agencies need to ensure they are working together and informing each other on relevant pieces of work. Agencies working in silos was a problem highlighted by the RCOI and building a collaborative approach needs to be a priority for all agencies who have a part in national security. • Increasing the diversity of the national security workforce and especially the leadership needs to be a continued focus to ensure the best possible system for the future. • Robust system evaluation measures are important to

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				<p>ensure the community can be confident the reformed national security system is working effectively. Understanding this is proposed for Phase 2, Kāpuia would like to hear more about any proposed evaluation measures when they have been developed.</p> <p>Kāpuia would appreciate learning more from DPMC about:</p> <ul style="list-style-type: none"> • How learnings from past reports and reviews of the national security system (identified in part 8, chapter 2.5 of the RCOI report) are being incorporated into the current system review. The RCOI highlighted a number of issues which had been raised in previous reviews but not actioned.
	R1-3 R17	September 2022	<p>On National Security Reform:</p> <p>The importance being placed by the Prime Minister and Lead Coordination Minister on the development of options for a new national intelligence and security agency and other work towards implementing recommendations 1-3 of the Royal Commission of Inquiry (RCOI) report.</p> <p>Cabinet considered phasing of the machinery of government in July this year and expects to make initial policy decisions later this year, with further detailed decisions early in 2023.</p> <ul style="list-style-type: none"> • DPMC is drawing on matters identified in the RCOI report as well as the specific recommendations to inform the next policy decisions. <p>On strategy:</p> <p>DPMC is considering how the Government could be more inclusive by ensuring that material on national security released to the public is written</p>	<p>On National Security Reform:</p> <p>A new agency for national security and intelligence should: have the scope of functions to enable integration of thinking on key policy issues across the national security sector, including arising from national intelligence; and needs to be future-focused and have enhanced functions to support horizon scanning and preparing for threats to national security before they become a reality.</p> <p>A new agency requires an uplift in current capability, it must not just move across the current cross-agency coordination model. That will require both a different agency role and responsibilities (including sector, intelligence and assessment integration and advice), and also enhanced governance (with clearer accountabilities and cross-system decision-making and resourcing). A new agency needs to build a diverse workforce that represents all communities across Aotearoa. Kāpuia emphasised increased workforce diversity would enrich the policymaking process.</p> <p>To enhance public participation and grow a nation-wide understanding of national security, a new agency should publish an annual report on the national security strategic</p>

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			<p>and presented in accessible formats.</p> <p>Cabinet has approved consultation on the development of Aotearoa's first National Security Strategy and that engagement is underway. It was appreciated that material later included in the Cabinet paper was shared with Kāpuia in a slide pack in July, and the Cabinet papers will be proactively released soon.</p> <p>DPMC has been engaging with Te Arawhiti during its policy review and with a focus on seeking better outcomes from engagement with Māori and on appropriately reflecting Te Tiriti in policy.</p>	<p>environment. There needs to be strong oversight across the national security sector (noting options on whether this should be within or outside a new agency itself have yet to be discussed with Kāpuia), and DPMC apply learnings from the Office of the Inspector General of Intelligence and Security and the ISA review. Performance monitoring across the national security sector is a current gap that needs to be addressed.</p> <p>There are pros and cons for establishing the new agency as a Departmental agency or a standalone department. While a standalone department could help build trust with communities that the new agency is starting afresh, the practical benefits of a departmental agency are clear, including shared infrastructure such as IT and payroll.</p> <p>DPMC could consider a phased approach to establishing the new agency, including by starting as a Departmental Agency before moving to a standalone model.</p> <p>Kāpuia would appreciate learning more from DPMC about:</p> <ul style="list-style-type: none"> • The specific option/s DPMC proposes Ministers should decide on, especially the decisions to be made this year. • What functions (including new functions) DPMC has identified a new agency will need to be ready for the future and to make a safer Aotearoa New Zealand? And what are the implications of these functional responsibilities for the rest of the national security sector? • How DPMC is considering phasing for the establishment and ongoing development of a new agency? <p>On strategy:</p> <p>A requirement for Government agencies to be more transparent on national security priorities, policies, and practices (such as the Government of Canada's National Security Transparency Commitment), would be a positive step</p>
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				<p>forward.</p> <p>For Aotearoa New Zealand, a transparency commitment on national security matters should:</p> <ul style="list-style-type: none"> • reflect a te ao Māori approach in its design and reflect te Tiriti o Waitangi; • be developed in consultation with a diverse range of communities across Aotearoa New Zealand, and ensure these discussions include how information is made accessible as well as transparent; • provide clarity to the public on what information they can expect to be made available, while ensuring there is a balance to prevent exploitation and vulnerability when national security information is released; and • be developed in such a way that requires government departments to produce policy work in plain language so that a diverse range of people from outside the national security or government sector can understand national security activities. <p>It would be a step in the right direction to demonstrate how feedback from public consultation is incorporated into the national security strategy at the point in time the strategy is finalised for Government approval then public release. Additionally, the Government should provide easily accessible information on New Zealand's security classification system.</p> <p>Kāpuia would appreciate learning more from DPMC about the possible new transparency initiative, specifically on:</p> <ul style="list-style-type: none"> • Does DPMC expect to release the initiative alongside the National Security Strategy, or will it be developed at a later date? • If the initiative were to be released alongside the new strategy, what is the plan for developing it grounded in the New Zealand context given the limited timeframe? How
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				<p>would all communities be involved in its development?</p> <ul style="list-style-type: none"> Which specific RCOI recommendations does DPMC consider this initiative would contribute to? As it would likely be developed as a one part of the response to that/those recommendations, how will it be integrated with other response aspects so it is understandable for the public?
	R1-3 R17	May 2022	<p>To hear DPMC's description of how a new agency will need to focus on a range of issues, including counter-terrorism, and that it will look to address the system gaps and failings identified by the RCOI report.</p> <p>To hear how work was progressing towards a National Security Strategy and saw this future document as a foundational piece of work to be implemented through machinery of government change (recommendations 1-3).</p>	<p>The following areas would be helpful to have a deeper understanding going forward:</p> <ul style="list-style-type: none"> how risk is being considered in the machinery of government work and alongside this, an update on considerations towards improving horizon scanning would be helpful. how on short, medium, and long-term outcomes are being considered by DPMC in relation to this work <p>The DPMC team working on the RCOI response and impact framework should consider integrating the following area into the measurement framework:</p> <ul style="list-style-type: none"> Capacity and capability, enabled by funding, and how these change over time. Building channels of communication with communities and maintaining these over time- this will be crucial going forward to help build and maintain trust and confidence. <p>It would be helpful to hear back from DPMC on lessons learned following korero with Kāpuia – it has been helpful in the past when we have had this kind of reflective feedback from other agencies such as MSD, this is something the Secretariat could follow up on.</p>
	R1-3	November 2021	To hear about the importance of having a Te Ao Māori framework, and to hear that engagement has commenced to inform the National Security Strategy review.	There is still a need for the Government and government agencies to build trust with communities, not just to engage with or consult them. Some members considered their questions about the changes that should occur to machinery of

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				government remained unanswered.
DPMC - Countering terrorism and violent extremism strategy	R4	February 2023	<p>DPMC is taking a considered approach to ensuring its strategies and other documents are accessible for different communities, and Kāpuia appreciates that DPMC is open to learning new ways to improve accessibility.</p> <p>DPMC has listened to Kāpuia's past feedback and incorporated it in the National Security strategy and the PCVE strategic framework.</p> <p>DPMC is taking a uniquely Aotearoa New Zealand approach in the PCVE strategic framework and that the fund which will aim to help communities and civil society groups in PCVE efforts will be open soon.</p>	
	R4	November 2021		There is still a need for the Government and agencies to build trust with communities rather than focusing solely on engagement and consultation. There is a need for New Zealand-based solutions, not relying only on methodologies and language developed overseas.
DPMC – Intelligence and Security Act Review	R18	May 2022	The reviewers [of the Intelligence and Security Act] were open to engage with Kāpuia on an ongoing basis while the review of the Act is underway.	It will be important to bring increased clarity to the Act to help it be applied fairly across all ethnicities.
	R18	March 2023	The Intelligence and Security Act (ISA) Review has addressed (although yet to be seen) matters raised in RCOI Recommendations 6 (on strengthening the role of the Intelligence and Security Committee), 10 (on direct access agreements) and 17 (related to the National Security Intelligence Priorities).	<p>It is disappointing the ISA Review report has still not been tabled in Parliament; it is important politicians from all parties have visibility of the findings of this review and the public can engage with the Government on a planned response to the review.</p> <p>Community consultation on the response work programme for</p>

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			Cabinet will be unlikely to announce a pre-decided work programme when the ISA review is released public and there will be further opportunities for Kāpuia to engage with DPMC on the response to this review.	<p>the ISA review will be important, including for the security agencies to keep building trust and confidence with the public.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>The timeframe for decisions to be made by government about which of the recommendations of the ISA Review report will be accepted, which recommendations will be addressed first and the expected timeframe for implementation, including any necessary legislative changes?</p>
DPMC – Intelligence and information	R5, 9, 10 and 11	March 2023		<p>Independent and transparent performance monitoring of the intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p> <p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>DPMC's coordinating role within the national security system is vital for ensuring agencies are collaborating on crosscutting operational issues and to provide a strategic overview of the counter terrorism system for other agencies.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>How DPMC is ensuring its coordinating role in national security is effective in the absence of a NISA or other national security</p>

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				<p>reform?</p> <p>How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?</p>
<p>DPMC – RCOI Response Outcomes Framework (ROF)</p>	<p>A framework to measure the impact of the RCOI response.</p>	<p>December 2022</p>	<p>The purpose of the ROF is to help communities hold the Government accountable for the implementation of the RCOI recommendations and to help guide Government decisions and to make meaningful progress on the RCOI response overtime, and to clarify how communities can participate and contribute to the vision/s and outcomes.</p> <p>DPMC is in the process of further developing the draft and refining it to make sure it can be applied appropriately to achieve the outcomes of the framework.</p> <p>Paragraph withheld under s9(2)(f)(iv)</p> <p>DPMC is considering what next steps to take to monitor the use of the framework and ensure it is implemented authentically.</p>	<p>In terms of the overall framework:</p> <ul style="list-style-type: none"> • Everyone in Aotearoa should feel connected, protected and included. • Accountability and the proper use of a strategic framework need to be explained. • Co-design for the next generation is key. • It should support all people to achieve their potential. • Te Tiriti should be included as a foundational component within the framework and in a way that is easy to understand. • It is important for the final framework to be simple and easy for communities to use and for the framework to explain how all communities were included in the framework's development. <p>More clarity is required on:</p> <ul style="list-style-type: none"> • How DPMC plans to encourage communities to participate in this work and increase their trust towards it? • How can the concept of Te Tiriti be incorporated appropriately in the framework, considering the understanding of what it means can vary for different communities? <p>On the vision – it is important that the framework considers:</p> <ul style="list-style-type: none"> • He waka eke noa - A safe, inclusive and diverse Aotearoa New Zealand (we are in this together). • It should embrace the philosophical intent of Te Tiriti: Peace and Harmony for all New Zealanders.

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				<ul style="list-style-type: none"> • The final framework should demonstrate a clear theory of change so that outcomes can be achieved successfully over time. • Ownership for the framework is important and the owners ideally need to be involved in the development of the framework. • That it is important for the framework to be evaluated over time to see whether it remains fit for purpose and to measure the progress and impact of its work. There should be more regular check-ins and milestones than once every 5 years.
DPMC – Policy Community Engagement Tool	R38	May 2023	DPMC considers the community engagement tool is effective in supporting government agencies design IAP2-based community engagement, although only a small number of agencies have used it to develop plans for some 28 engagements (including discussing with community groups how it would be best to engage with them).	<p>The tool, as well as good practice on community engagement, must evolve and improve over time, it will not stand still.</p> <p>Community engagement must be specifically designed for a particular issue – one-size does not fit all.</p> <p>While Kāpuia was consulted on the development of the Community Engagement Tool in 2021 (and understands it has so far only been required to be used by RCOI response agencies), and there is significant support for the tool to be rolled out more widely, the tool first needs to be enhanced:</p> <ul style="list-style-type: none"> • Agencies need to feel empowered to use Collaborate (or codesign) and Empower under IAP2 to support policy development processes, not rely only on Consult, Involve and Inform. There still appears to be hesitancy in this area. • When government agencies engage with communities, they need to ask the community organisation who their trusted voices are, not just rely on engaging with voices the agencies trust. ‘Trusted voices’ might not be the same for agencies and communities. • It is important that agencies ensure engagement is meaningful for themselves as well as the communities they are engaging with. Agencies should measure the

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				<p>success of the engagement both before (setting measures of success) as well as after the process.</p> <ul style="list-style-type: none"> • Further and more detailed analysis on the use of tool, wider training for agencies, information for communities about IAP2 and how to engage with it, and allocating specific resources for improving engagement capability across government will all enable continuous improvement. • Good practice examples must be shared along with the wider roll out of the tool through the PSC model standard. Kāpuia is available and willing to work with DPMC/PSC to advise where to look for good practice examples. • Evaluation of the use of the tool should not sit within the Public service alone, as it is something they are implementing themselves (“marking their own homework”). The tool should also include reflections from communities on the value of the engagement. Overall assessment could sit with a more independent monitoring agency such as the Auditor-General. <p>Kāpuia would like to know more from DPMC and PSC on:</p> <p>How DPMC and PSC will address the concerns identified above.</p> <p>A wider rollout of the tool and the IAP2 framework for government agencies will be more successful if it is accompanied by more training and resources to support meaningful engagement. How will PSC ensure it is properly understood by agencies and communities, and adopted by agencies beyond RCOI?</p> <p>How will the model standard be developed to ensure that community engagement processes are tailored to suit the needs of different communities or different scenarios that agencies are engaging on?</p>
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Education - Curriculum refresh	R36	October 2022	<p>The New Zealand curriculum refresh is an opportunity for schools and kura to work towards changing current cultural narratives and to work towards encouraging inclusivity in the classroom.</p> <p>There is an increased focus on critical thinking skills to help learners identify mis- and dis-information, and that initial conversations have begun on how to integrate this mahi into the tertiary sector.</p> <p>Part of the curriculum refresh is focused on professional development and encouraging teachers to improve their self-awareness by reflecting on their own worldview and biases. Learning about religious diversity is explicit in the refreshed social science curriculum. It will be important to ensure this is delivered genuinely and in a sensitive way.</p> <p>There is now a legal requirement for schools and school boards to ensure learner wellbeing. Kāpuia would be interested to hear more about this requirement. Integrating examples of lived experience into resource material for teaching children about culture and faith is important, this could include opportunities for in-person or video presentations where appropriate.</p>	<p>The authenticity of people giving advice on history is important and where possible local knowledge and oral history should be integrated into teaching in schools.</p> <p>For the curriculum refresh to have sustainable change, it is important to get the implementation correct. To achieve this, schools need to be adequately resourced and should involve the communities around them (this important mahi and these significant conversations will also need to continue outside the school gates). It is important for teachers to begin challenging their biases to encourage a sustained and continuous change in their development and growth—this change will also benefit students.</p> <p>Kāpuia would appreciate learning more about:</p> <ul style="list-style-type: none"> • How is the Ministry supporting schools to help students be confident in their cultural identity and what initiatives are the Ministry aware of that are working well across the country? • Faith based cultural sensitivity should be included into courses and training for teachers to create a safe space for all learners. Kāpuia would be interested to learn if this is already part of teacher's college training and how such learning is integrated as a teacher moves throughout their career? • What plans does the Ministry have to evaluate and monitor the effectiveness of their new professional learning and development programme? • Considering recent publicity of terror attacks in schools overseas, what is the Ministry doing to ensure New Zealand's schools are both safe and perceived to be safe by the community? <p>In the New Year, Kāpuia would appreciate updates on the following:</p> <ul style="list-style-type: none"> • Work the Ministry has put in place to ensure there are adequate resources and support for teachers and students,
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				<p>as they carry out the new curriculum.</p> <ul style="list-style-type: none"> Examples of simple forms that schools could use to ask parents how they could make their children feel more include in the classroom?
	R36	September 2022	<p>The social and emotional learning trials in some early childhood centres will be rolled out across Aotearoa throughout 2023.</p> <p>Education about mis- and disinformation is an important part of the updated curriculum, and an Aotearoa-led education model has drawn on lessons from overseas systems (including principles from Finland). Additionally, that developing critical thinking skills relating to mis- and disinformation in the education curriculum has been identified as a key new area of focus.</p> <p>The Minister's and Ministry of Education's vision is to ensure students are able to be their true selves at school and feel that they can fully express their culture. The Minister noted the Ministry is currently developing an app to collect data from young people in relation to bullying, and to address issues around racism and bullying in schools. Community learning hubs in Christchurch are improving schools' and teachers' understanding of children's diverse cultures and identities and are encouraging teachers to challenge their bias – and that the option to roll these out throughout the country is being explored.</p> <p>RCOI recommendations are being incorporated across several different education initiatives.</p>	<p>It is important to consider holistic and ethnic approaches to education in a new curriculum in the same way that schools incorporate culture into learning (eg through dance classes).</p> <p>Opportunities to support students maintain their own languages should be considered to help children feel confident in their identities.</p> <p>Further clarity is required on teaching religious diversity in schools, with the Minister noting that she has sought advice from Education officials.</p> <p>Kāpuia would appreciate learning more from the Ministry on -</p> <ul style="list-style-type: none"> how it approaches areas of the curriculum where teachings may have cultural sensitivity for some groups.
	R36	May 2022	<p>There is an openness for an ongoing conversation with Kāpuia on education.</p>	<p>Kāpuia would appreciate updates in the following areas going forward:</p> <ul style="list-style-type: none"> How the challenging racism toolkit is being used and its

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				<p>impact – including in relation to promoting understanding of diverse cultures and religions from around the world that are represented in Aotearoa.</p> <ul style="list-style-type: none"> Tracking the changes in the curriculum across the different age groups- over time- this kind of monitoring would enable the RCOI impact framework if views of young people have changed. Progress of initiatives to support the learning of refugee and migrant tamariki.
GCSB – Intelligence and information	R9,10 and 11	March 2023	<p>The GCSB is using its technical capabilities to support other government agencies identify domestic threats as outlined in Part 8 of the RCOI report.</p> <p>Workforce diversity statistics are improving in both the NZSIS and the GCSB, and that this continues to be a priority with both agencies acknowledging there is still work to do in this area.</p>	<p>Independent and transparent performance monitoring of the intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p> <p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>While it is positive the intelligence and security agencies are seeking to improve their te ao Māori capabilities, it is important to note that the Iwi Chairs Forum cannot make decisions on behalf of Iwi and more extensive engagement with Māori is required.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>How DPMC is ensuring its coordinating role in national security is effective in the absence of a NISA or other national security</p>

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				<p>reform?</p> <p>How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?</p>
<p>He Whenua Taurikura Trust – RCOI rec 14</p>	<p>R14, 15 and 16</p>	<p>May 2023</p>	<p>There was a competitive selection process to select board members and that two of six members were able to bring Te Tiriti perspectives to board discussions, spanning research to planning the annual He Whenua Taurikura hui on preventing and countering violent extremism and counter-terrorism.</p> <p>Early planning is underway for the third He Whenua Taurikura hui for late 2023 in Wellington. This includes goal setting for what the third hui will achieve and planning to incorporate a diverse range of voices into the planning process.</p>	<p>The second He Whenua Taurikura hui showed a step change (up) in planning, organisation and delivery and there are opportunities for showing continuous improvement in the third hui later this year, including:</p> <ul style="list-style-type: none"> • Involving youth and rangatahi in formal conversations early in the planning for the third hui as well as having a presence at the hui. • Focusing on the quality of workshops over quantity. While there was much interesting and helpful content at the second hui, allowing more time for interaction and discussion with the audience could give richer outcomes to the third hui. • Work to provide Ministers options on National Security Reform spanning RCOI recommendations 1-3 should include longer-term considerations of keeping He Whenua Taurikura funded and resourced. • A possible theme for the third hui could be a focus on youth. This could include social cohesion opportunities, understanding and addressing, from a position of strength, mis and dis-information on social media, and specific interventions focussed on youth. • A thread of how Te Tiriti could and should be

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				<p>integrated could also be weaved through the sessions.</p> <p>Kāpuia would like to learn more about:</p> <p>They key issues the He Whenua Taurikura Trust Governance Board is focused on and where the board sees opportunities for Kāpuia to support and provide advice on the range of important mahi to prevent and counter violent extremism and counter-terrorism.</p>
Human Rights Commission – Race Relations Commissioner	<p>Discussions relate to the intent of the RCOI report.</p>	<p>March 2023</p>	<p>The Commissioner emphasise the urgent need for all communities to have legal protections from hate speech, hate crime and discrimination.</p> <p>About the new Whakamana Hāpori programme which helps participants to build their understanding of Human Rights and Te Tiriti and how to apply them in a specific context.</p> <p>The Human Rights Commission is thinking about the future of governance in New Zealand and is interested in hearing from all New Zealanders on their perspectives of governance.</p>	<p><i>Kāpuia would appreciate learning more about work the Human Rights Commission it is doing to:</i></p> <p>Advocate on behalf of all communities for the Government to increase the speed of work on hate speech, hate crime and discrimination protections.</p>

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		September 2022	<p>The Race Relations Commissioner has agreed to attend Kāpuia hui periodically to discuss topics of common interest on the response to the RCOI report, and the Secretariat will work with the HRC to arrange that.</p> <p>A human rights and race relations perspective would be applied to the HRC's discussions with Government agencies and vulnerable communities on the RCOI response.</p> <p>That mana is at the forefront of the HRC's work, and that Mr Foon acknowledges Hauora Māori is an important method to tackle inequality and hate.</p>	<p>Support government agencies to build ethnic communities' trust in the Government, which has historically been impacted due to past experiences.</p> <p>Support schools to encourage New Zealand's children and youth (especially those who are diverse or vulnerable) to be proud of who they are - including in their culture, religion, disability or identity. Help the Government address disparities with diversity (including but not only ethnic diversity) in the workplace, especially in senior or executive level positions. Including how can possible career pathways be shared with migrants and people from diverse backgrounds who would like to join the Public Sector?</p>
Independent Reviewers - Review of the Intelligence and Security Act (and DPMC).	R18	October 2022	<p>The protection of New Zealand's democratic institutions is in the ISA Review's proposed definition of national security. The definition of national security is similar to what had been defined by the Royal Commission of Inquiry, and the ISA Reviewers have consulted with academics and agencies (including DPMC) for their contributions in defining 'national security'. It is important that definitions are consistent and are collaborated on across agencies.</p> <p>The ISA Reviewers are considering making complying with an investigation by the Intelligence and Security Committee a requirement for intelligence and security agencies.</p> <p>Alongside the ISA Review there will be an explanatory document that sets out more considerations on diversity in Aotearoa and within agencies. The proposed changes to the Intelligence and Security Committee membership and role sound positive and, if adopted, should enable stronger oversight of the intelligence and security</p>	<p>Building community trust and confidence in the intelligence and security agencies is important and hopes legislative amendments proposed by the Reviewers (if adopted) will act as a catalyst for agencies to engage with communities more meaningfully on national security. It could be helpful for the definition of national security in the ISA to include specific examples of activities covered by the definition (for example terrorism or espionage), and to explain what is not included.</p> <p>A recommendation on agencies reflecting New Zealand's multi-cultural and diverse society should be well-defined to ensure fair and equitable outcomes for all diverse groups. The Reviewers should also look to include 'faith' in any recommendations on or references to New Zealand's multi-cultural and diverse society.</p> <p>Kāpuia would appreciate learning in the future:</p> <ul style="list-style-type: none"> How will the Reviewers propose that potential amendments to sections 3 and 17 of the ISA (to include requirements for agencies to recognise Te Tiriti and reflect New Zealand's multi-cultural and diverse society) should be interpreted and implemented (consistently) by intelligence and security agencies.

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			agencies.	<ul style="list-style-type: none"> How will the measures the ISA Reviewers have recommended produce fair and equitable outcomes for diverse people and communities?
	R18	September 2022	<p>The purpose of the ISA review is to ensure trust is built and agencies are supported to be transparent and serve New Zealand effectively.</p> <p>The Reviewers are interested in improving “democratic” oversight to improve the effectiveness of the Intelligence and Security Committee and sector.</p>	<p>It important that the review looks at mistakes (including by the GCSB and NZSIS) from the past when reviewing the legislation, to limit the chance of the same or similar mistakes being made again.</p> <p>Diversity is important within the intelligence and security agencies workforce, intelligence gathering and assessment functions. More effort should be put into this space and it should be highlighted in the review. This is important to build more confidence in the system and in the agencies themselves.</p> <p>Relationship building is an important component of the ISA review, this will help give communities more confidence that the agencies are being guided by clear legislation. The review is an opportunity to change the narrative, ie the agencies and communities are on the same team – for a safer and more inclusive Aotearoa New Zealand.</p> <p>Kāpuia would appreciate learning more from the Reviewers about:</p> <ul style="list-style-type: none"> The key issues they have found during the review. The changes they will be recommending to the system and to the Intelligence and Security Act.
Inspector-General of Intelligence and Security	Discussions relate to the intent of the RCOI report.	February 2023	<p>The IGIS aims to be responsive to public concerns and often initiates inquiries based on complaints from the public or concerns raised in the media.</p> <p>Consideration of ethics (not only legality) is central to the role of the IGIS.</p> <p>The IGIS and the Ombudsman have quarterly meetings and have recently worked together to discuss responses to Official Information Act requests to ensure they are answered as</p>	<p>It frustrating that there is still no performance monitoring taking place of the security and intelligence agencies. Performance monitoring of the security and intelligence agencies is a key step in building public trust and confidence in the national security system.</p> <p>It is important that the public are made more aware of the role of the IGIS and understand how to make a complaint if necessary.</p> <p>Kāpuia would appreciate learning more from the IGIS about:</p>

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			transparently as possible by the security and intelligence agencies.	<ul style="list-style-type: none"> Any gaps it can identify in the performance monitoring and oversight of the national security system. How we can ensure the national security system is responding to issues that are arising at speed, noting the role of the IGIS does not include monitoring where resources are being allocated? How poor performance is highlighted by the IGIS, the consequences of poor performance and what can be done to improve that performance? Any plans to improve public awareness of the IGIS, so that people across New Zealand understand the role of the IGIS and know how they can engage with his office. The number staff working with the IGIS – is the office confident they have sufficient staff with diverse ranges of lived experience to undertake their work effectively?
	Discussions relate to the intent of the RCOI report.	September 2022	<p>Increased transparency is a key focus of the Inspector-General, both in terms of the work of his office and in regard to the activities of the security and intelligence agencies.</p> <p>While the warrants for authority to act for the agencies are approved by the Commissioners of Warrants, the Inspector-General reviews every warrant issued and the actions of the agencies under those warrants.</p> <p>The Inspector-General can also report concerns to the Prime Minister while an operation is still in progress.</p>	<p>Oversight of compliance and performance monitoring of the intelligence agencies and the wider national security sector are all important and can be further improved. It would be helpful if the reviewers report addressed this. The Inspector-General has important insights on oversight mechanisms that could be beneficial to share with the DPMC team currently working on machinery of government changes to the national security system, but also on where gaps are currently across oversight and performance monitoring.</p> <p>The roopu also agreed with IGIS's suggestion Kāpuia should have discussions with the Government Communication Security Bureau and further discussions with the New Zealand Security Intelligence Service – and to provide further advice to the Lead Coordination Minister on improving trust and enhance transparency across these agencies and the wider national security sector.</p>
Ministry of Justice Recommendation 18	R18	March 2023	MOJ is now working on the development of a stewardship approach to continuously review legislation and understand if laws are working	Privacy and human rights issues around accession to the Budapest Convention must be carefully integrated to ensure the public are protected and minority populations are not subject in increased surveillance, and privacy rights are

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			<p>effectively.</p> <p>MOJ is working though issues with the Privacy Commissioner on the Budapest Convention and working on the draft Bill to implement New Zealand's agreement to the convention.</p>	<p>maintained.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>MOJ's stewardship approach to legislation. What is the process for assessing if legislation is working effectively? How regularly is this kind of assessment undertaken? And how does this inform the priority of laws to be fully reviewed or amended?</p> <p>Options from MOJ for the 2024 Recommendation 18 work programme and the assessed risks for not progressing particular work in the near term. Kāpuia would welcome another opportunity to speak with the Ministry on Recommendation 18 later in 2023.</p>
Ministry of Justice – Hate speech and incitement	R39, 40 and 42	December 2022	<p>Changes to other legislation (and reviews such as the Digital Context Review) are being considered in the context of work on hate and incitement.</p> <p>The Minister of Justice expressed the Government's ongoing intent to improve the options for all vulnerable communities. This includes a future when New Zealand is ready to protect all vulnerable communities as part of hate and incitement legislation (but Kāpuia heard that the majority of submission on these matters in the 2021 consultation process were not supporting such changes at present).</p> <p>The Law Commission will provide further information about how it proposes to proceed, hopefully by the end of 2022. Kāpuia appreciated getting more clarity from the Minister on the Law Commission and why it was being used for the hate and incitement proposals.</p>	<p>There should have been further consultation with representatives of faith groups before the amendment to the Human Rights Act was agreed.</p> <p>Including religious belief as a protected characteristic in Section 131 of the Human Rights Act (S131) is not the best approach, as the Royal Commission of Inquiry (RCOI) found that the S131 was not fit for purpose and needs to be repealed.</p> <p>The proposal to include religious belief as a protected characteristic in S131 while excluding other vulnerable communities (such as the disability and LGBTQIA+ communities) could actually put religious communities at a greater risk, as they are being blamed for others being excluded and accused of being the reason for limitations of free speech.</p> <p>'Hate' and incitement are now politicised but the new proposals fail to consider the impacts of over-politicisation on vulnerable communities that require protection in legislation.</p> <p>By referring most concerning matters to the Law Commission, addressing hate crime, incitement and the appropriate scope of provisions is further delayed; and undermines the extensive</p>

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				<p>research and consultation that was undertaken by the Royal Commission of Inquiry.</p> <p>The Minister noted that a reason for excluding vulnerable communities from Section 131 of the Human Rights Act was because it was not recommended by the RCOI, however the RCOI also recommended that Section 131 be repealed completely.</p> <p>2021 consultation about hate and incitement proposals led to increased controversy and disruptions to the work programme. The current proposals on hate and incitement raise the same concerns from Kāpuia.</p> <p>Kāpuia would appreciate learning more from MOJ about:</p> <ul style="list-style-type: none"> • What consultation the Government had with communities in 2022 on the current proposals to include religious belief as a protected characteristic and to defer matters on hate and incitement to the Law Commission, ahead of the recent announcements? • What is the Government's plan to keep all vulnerable communities safe outside of the limited scope of current hate and incitement proposals? • When and how the Law Commission will engage with Kāpuia on its terms of reference, and will Recommendation 41 be included in the scope of the Law Commission review?
	R39, 40 and 42	July 2021		<p>Consultation should be improved by extending engagement timeframes and ensuring communities can easily become involved. The IAP2 spectrum for public participation should be followed.</p>
Ministry of Justice National Action Plan Against Racism	Discussions relate to the intent of the RCOI report.	December 2022		<p>Kāpuia would appreciate learning more from MOJ about:</p> <ul style="list-style-type: none"> • Current consultation has not yet included all communities. What will be the extent of targeted consultation in 2023 and how will MOJ determine which communities it will

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				<p>consult with before it reports back to the Government in 2024?</p> <ul style="list-style-type: none"> How has the Human Rights Commission has informed work on NAPAR, as MOJ identified that it had partnered with the commission on this work?
	Discussions relate to the intent of the RCOI report.	June 2022	<p>The work has already commenced, as it is critical to a successful RCOI response.</p> <p>The Ministry of Justice has positive intentions and are engaging with communities in the correct way, and its approach to this important mahi has been built in partnership with Iwi Chairs.</p>	<p>The vision for the NAPAR must clearly include faith communities rather than just have these generalised under other groups. If they already are being included, it would be helpful to clarify how and in what ways.</p> <p>There must be greater emphasis placed on progressing the hate speech legislation. The slow progress on those changes decreases members' confidence in MOJ's progression of other workstreams such as the National Action Plan Against Racism, as hate speech ties directly with racism.</p> <p>The timeframe of the NAPAR work programme is too long given how important the development of the plan is for Aotearoa New Zealand and the critical linkages that should be integrated with other Government initiatives and work programmes (the implementation of the social cohesion and inclusion work, the necessary changes to the Human Rights Act and inclement provisions, the development of a single reporting tool (R12), the Digital Content Review and review of the "objectionable" in related legislations, for example).</p> <p>MOJ should also consider and implement short-term interventions that can assist in achieving elimination in the long-term.</p> <p>Going forward, Kāpuia recommends MOJ identifies:</p> <ul style="list-style-type: none"> What risks have been identified that the process of developing the plan might fail or the planned NAPAR does not get adopted or implemented? Could Kāpuia assist with mitigating those risks? What sectors and communities will MOJ engage with on this work? How will MOJ engage with hard-to-reach

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				<p>communities?</p> <ul style="list-style-type: none"> • What funding opportunities are available to communities to help support this Kaupapa and is this information easily available to the public?
Ministry of Justice Search and Surveillance Act Review	R18	September 2022	That the Ministry of Justice are following the “involve” level of IAP2 consultation and are engaging with affected communities (such as youth, rainbow, ethnic, faith and Māori).	<p>It is important that the Search and Surveillance Act is clear to enable people to understand when the powers will be applied. The Ministry should consider developing a mechanism for communities to have input into ensuring that Search and Surveillance powers are being used appropriately by agencies. Increased diversity across the national security workforce would support better decision-making, including on whether powers (such as those in the Search and Surveillance Act) should be activated. A human rights focus should be at the forefront of all legislative reviews.</p> <p>On consultation –</p> <ul style="list-style-type: none"> • Agencies should consider collaborating together when engaging on similar topics to reduce community engagement fatigue (eg. collaboration with other legislation being reviewed as part of recommendation 18). • The Search and Surveillance Act review should not only be restricted to high-level questions, as much of the richness for the review and for understanding the current problems and possible solutions comes from allowing previously affected people to share their personal experiences in more detail. • Material for future consultations should be made more relevant for people to engage with so they can understand the potential impacts of the search and surveillance powers for their communities. • Engagement planning needs to consider reaching ‘groups within groups’ and hard to reach communities (including those communities which are not vulnerable). • The Ministry of Justice could enhance trust within communities by providing resources to community groups

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				<p>so the groups can run engagement processes for the Ministry – in a way that will get more relevant information from the communities. This method can draw on trusted members in communities and build longer-term relationships and trust with the Ministry.</p> <p>Kāpuia would appreciate learning more on:</p> <ul style="list-style-type: none"> • How will the Ministry monitor if powers used under a new Search and Surveillance Act are being used appropriately and proportionately? • How is the working towards improving cultural competency across the ministry? This could help improve trust and confidence with communities, especially when such powers are exercised.
	R18	September 2021		<p>Information on the proposed review needs to be clear and accessible within various communities; for example, the definition of terrorism and acts of terrorism needs to be clearly identified before discussion with communities.</p>
Ministry of Justice Review of the Terrorism Suppression Act	R18	October 2022	<p>The proposed amendments require the designation of someone in prison to be reviewed rather than automatically revoked after three years. This will bring some comfort to those worried since 15 March 2019.</p>	<p>The pace of the changes proposed in the Bill are worrying as it is vital this legislation is well considered. The very limited consultation on such important amendments concerning. The only consultation outside of government on proposed changes to control orders was one discussion with Kāpuia, and proposed changes to designations were introduced with no external consultation.</p> <p>It will be important for the updated legislation to be worded clearly to ensure its fair application and to build community confidence in the judicial system. It will be important checks and balances are in place, and there are processes to monitor how decisions regarding the designations of those in prison are made and can be appealed (especially given that the process is not transparent to the public).</p> <p>Kāpuia would appreciate learning more about:</p> <ul style="list-style-type: none"> • Why this Bill has been introduced before other related

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				<p>work is complete (such as the Intelligence and Security Act Review, decisions on machinery of government and the report into the Lynn Mall attack)?</p> <ul style="list-style-type: none"> • How has the New Zealand Bill of Rights been considered in the drafting of this new Bill? • What are the submission and reporting dates for the Select Committee consideration of this Bill? • Will a designated person have access to legal representation to respond to the evidence against them? And if so, will they be eligible for legal aid? • Will there be the ability to appeal a decision on terrorist designation? • On Control orders, what is the effect of the broadening of what is defined as an objectionable publication under the Counter-Terrorism Acts Amendment Bill (section 15), and why was this change considered necessary? • How is the broadened definition of objectionable expected to be applied in the new control orders regime? <p>Generally, Kāpuia would also appreciate learning more from MOJ on the current law:</p> <ul style="list-style-type: none"> • Designations: How can the public be confident in the information provided to the Prime Minister, to make a decision on a proposed or renewed designation? • Designations: What international precedents are there for Prime Ministers or other ministers to have a power similar to New Zealand's Prime Minister, to make decisions on designations or similar mechanisms? • Which countries have similar provisions? • What are the checks and balances for similar provisions, in New Zealand and internationally? • Control orders: Can the definition of objectionable publications be changed and the new definition be used retrospectively to accuse someone of an offence?
MBIE – Review of	Relates to Part 8,	April 2022	It was good to hear how MBIE has revised and adapted their thinking since initially writing the	A cross agency approach is key, as human rights is of central importance to this mahi and focusing on protecting diversity

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the Immigration Act	Chapter 8 in the RCOI report.		discussion paper and how they have integrated advice from Kāpuia into their work.	and improving social cohesion will help. Stronger focus in the prevention space is supported, and clarity is needed on the threshold for using any new tools that are identified.
MBIE – The future of the 15 March Visa	Relates to the affected community in Christchurch.	October 2022	That the Minister had considered speaking to Kāpuia (and the Chair of the Collective Impact Board) about Immigration's proposed changes to the 15 March Visa applications before implementation.	<p>It is too early to wrap-up visas for affected family members of victims of the 15 March attacks. The trauma of the 15 March attacks is ongoing and has been compounded by COVID-19 lockdowns. The Government should broaden their engagement to the affected community on the visa issue before making any material changes.</p> <p>The Government should be more transparent about the process and considerations for granting or declining visa applications. Immigration should clearly communicate these considerations through plain-English and translated material.</p> <p>Visa application processes are too complicated and can sometimes be impossible to complete. When an application is declined, it is important the Government communicates the reason for their decision the best they can.</p> <p>Kāpuia would appreciate learning more about:</p> <ul style="list-style-type: none"> • Can the proposed changes to the 15 March Visa process please be outlined to Kāpuia in writing? • What would the application process be and what appeals process would there be, if the 15 March Visas were removed? • How will the concerns and needs of the affected families specifically be addressed through the visa system if the 15 March visa were removed? • How will the effectiveness of processing visa applications be monitored to ensure (increased) public trust and confidence in applications going forward.
Ministry for Ethnic Communities	R30 and 32	March 2023	The Ministry for Ethnic Communities is working towards establishing its data analytics functions. This will enable the Ministry to highlight the	The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain

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			<p>disadvantages faced by ethnic communities and track improvement over time.</p> <p>The Ministry for Ethnic Communities is engaged on reducing bullying in schools and will be releasing a report on this topic soon.</p> <p>The Ministry for Ethnic Communities' strategy now includes a specific set of actions in relation to ethnic rainbow communities.</p>	<p>on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry.</p> <p>More could be done to support new ethnic communities in rural areas to be better informed of their rights when facing discrimination.</p> <p>It is important for each ministry to work with the Ministry of Education to help prevent bullying and harassment in schools.</p> <p>Kāpuia would appreciate learning more about:</p> <ul style="list-style-type: none"> • How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries? • What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities? • How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?
	R30 and 32	May 2022	<p>To hear how the Chief Executive is working to elevate the visibility of ethnic communities across Public Sector leadership and with Ministers.</p> <p>To hear some real positives that should enable some tangible change to track over time...</p> <ul style="list-style-type: none"> • MEC is guided by a strategy and priorities. • The creation of a data analytics function within MEC. • A new policy tool and inter-cultural capabilities tool being developed. 	<p>Going forward, the group would appreciate regular updates on how the Ministry is progressing in the following areas:</p> <ul style="list-style-type: none"> • The creation of a data analytics function. • Cross-agency use of the new policy tool and inter-cultural capabilities tool. <p>An area where the Ministry could further support the RCOI Response mahi on is to help coordinate across Government a Kōrero highlighting ways to be more inclusive regarding definitions on cultural competency and in the social cohesion space, including regarding ethnicity.</p>

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			<ul style="list-style-type: none"> Active work to decrease institutional racism is underway <p>That (while MEC is not representative of faith) the ministry will support the role faith communities play in ethnic communities.</p>	
Ministry of Disabled People – People Ministries	Discussions relate to the intent of the RCOI report.	March 2023	<p>The Ministry of Disabled People is focused on developing strong partnerships between disabled peoples and the government to ensure that disabled people are represented, and their voices are heard in the policy making process.</p>	<p>The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry.</p> <p>It is important for each ministry to work with the Ministry of Education to help prevent bullying and harassment in schools.</p> <p>Kāpuia would appreciate learning more about:</p> <ul style="list-style-type: none"> How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries? What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities? How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?
Ministry for Pacific Peoples – People Ministries	Discussions relate to the intent of the RCOI report.	March 2023	<p>The Ministry for Pacific Peoples is building its language strategy to recognise that language is a vital tool to communicate Pacific culture and the needs of this community.</p> <p>The Ministry for Pacific Peoples is looking internally to ensure it is accepting and respectful of all the</p>	<p>The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry</p>

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			diversity that exists within Pacific communities.	<p>to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry.</p> <p>It is important for each ministry to work with the Ministry of Education to help prevent bullying and harassment in schools.</p> <p>Kāpuia would appreciate learning more about:</p> <p>How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries?</p> <p>What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities?</p> <p>How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?</p>
MSD – Social cohesion strategic framework	R31	April and May 2022	<p>The social cohesion framework is not intended to be a one size fits all approach.</p> <p>To see the changes to the strategic framework reflected input from communities.</p> <p>To see the simplification of the measurement framework, noting wider measures too would be useful on ethnicity and faith communities but these will take time to develop.</p>	<p>Going forward, we recommend you identify:</p> <ul style="list-style-type: none"> • What extra resources may be necessary for diverse communities across Aotearoa to engage effectively with this work? • What funding opportunities are available to help communities assist and support this Kaupapa would be helpful. • Regularly reviewing what data sources are supporting measurement and identifying and looking to fill gaps to support the framework presenting a clear picture.
MSD/CIB – Supporting the Christchurch community	R25 and 26	September 2022	The Collective Impact Board has recently held its second election for community members, and that the key Government agencies involved in supporting the affected community are also actively represented on the board.	<p>It important all affected community members are aware of and have access to the Kaiwhakaoranga Service, especially those that might not feel confident to ask for support.</p> <p>The Kaiwhakaoranga Service will have to continue to develop its understanding of the affected community's needs and the</p>

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			<p>The Collective Impact Board has a process for identifying and addressing ongoing community concerns and continues to develop more effective ways of understanding these issues (noting there are diverse views and concerns within the affected community).</p> <p>The Collective Impact Board and the Kaiwhakaoranga Service both acknowledged that the affected community is self-defined for their purposes (there is no list of affected people that they are limited to working with) and they understand that the needs of some in the affected community will be ongoing (albeit they will change with changed circumstances of these individuals).</p> <p>While it is the role of MSD's Kaiwhakaoranga Service to support affected individuals with their issues and concerns, the Board has been identifying unresolved or unresolvable and system-wide issues to the relevant agencies, with the support of the Ministry for Social Development (and especially its policy team). There is a clear process for the community to make complaints if needed and that the Kaiwhakaoranga Service will support people to make complaints to other agencies if required. The Collective Impact Board has helped increase community understanding of the Kaiwhakaoranga Service by sending out a regular pānui. The Collective Impact Board is reflecting on how the affected community has been supported so far and what can be learnt from the Government's response (including where it might seem individuals have had similar issues addressed differently).</p>	<p>support needed.</p> <p>Kāpuia would appreciate learning more about:</p> <ul style="list-style-type: none"> • What the Board learns after its current review of the support provided to the affected individuals after 15 March 2019, as this could be helpful to plan responses to any future tragedies. • How will MSD evaluate the effectiveness of the Kaiwhakaoranga Service over time, and what monitoring is already in place?
NZSIS – Intelligence	R9, 10 and	March	The NZSIS is currently finalising work on the 2023	Independent and transparent performance monitoring of the

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and information	11 R17	2023	<p>threatscape report (RCOI Recommendation 17b) which is expected to be released publicly in several weeks.</p> <p>Collaboration between the NZSIS and the Police has increased and that these agencies are co- located (or closely located) and meet daily to exchange information and share leads.</p> <p>The NZSIS has recently created a Chief Advisor Māori role with the aim to improve engagement with Māori and strengthen the agency's role as a treaty partner.</p> <p>Workforce diversity statistics are improving in both the NZSIS and the GCSB, and that this continues to be a priority with both agencies acknowledging there is still work to do in this area.</p>	<p>intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p> <p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>While it is positive the intelligence and security agencies are seeking to improve their te ao Māori capabilities, it is important to note that the Iwi Chairs Forum cannot make decisions on behalf of Iwi and more extensive engagement with Māori is required.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>The joint leads process being developed between the NZSIS and the Police, including when it is expected to be fully operational and what is currently being done to ensure leads are managed effectively between the agencies (lead allocation, clear accountabilities for work, avoiding duplication).</p> <p>The joint operations protocol between the NZSIS and the Police was discussed, could a copy of the protocol please be sent to Kāpuia via the Kāpuia Secretariat?</p> <p>How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?</p>
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NZSIS - Indicators of Violent Extremism	R13	May 2022	NZSIS had listened to Kāpuia and added more information to support the public's understanding ahead of the release of their indicators. NZSIS moved towards an information booklet from an initial poster with less information.	<p>How the indicators are socialised with communities will be important going forward.</p> <p>The group should check in with security agencies including NZSIS to understand progress they are making on diversity and inclusion in their workplaces and representing this in their mahi.</p>
Office of the Auditor General – Oversight and performance monitoring	R5	February 2023	<p>Context note: <i>The Auditor-General is an Officer of Parliament. This means he is independent of the Government and can't be directed by whichever political party is holding power. The role of the Auditor-General is set out in the Public Audit Act 2001 and includes auditing the financial and performance information of all public organisations, providing assurance that spending by government departments is in keeping with Parliament's expectations, and undertaking performance audits, inquiries and research that supports the Auditor-General's role.</i></p> <p><i>The main power of the Auditor-General is to report to Parliament. The Auditor-General has to report to Parliament at least once every year, and can choose to report to a Minister, a committee of the House of Representatives, a public organisation, or anyone else on any matter arising from the Auditor-General's work. The reports produced can describe how well aspects of the public sector are performing, and often include recommendations. The Auditor-General does not comment or report on government policy except when reviewing how well particular policies are implemented (such as reviewing their effectiveness and efficiency).</i></p> <p>The performance monitoring role of the OAG is to build public accountability, trust and confidence in</p>	<p>It frustrating that there is still no performance monitoring taking place of the security and intelligence agencies. While the Treasury is leading the work on the legislative framework for Recommendation five, it will be important for the OAG to work closely with the Treasury to ensure effective performance monitoring is implemented as quickly as possible. Performance monitoring of the security and intelligence agencies is a key step in building public trust and confidence in the national security system.</p> <p>Kāpuia would appreciate learning more from the OAG about:</p> <ul style="list-style-type: none"> Any gaps the office can identify in the performance monitoring and oversight of the national security system. How the OAG assesses what matters to New Zealanders when monitoring the performance of the public sector? The roopu would be interested in hearing about the process for deciding on the metrics, including any consultations, community engagements or surveys which have been undertaken. How poor performance is highlighted by the OAG, the consequences of poor performance and what can be done to improve that performance? The number staff working with the OAG – are both offices confident they have sufficient staff with diverse ranges of lived experience to undertake their work effectively?

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			the public sector and aims to focus on real outcomes that matter to New Zealanders.	
Police – Te Raranga	R42	December 2022	<p>Police have been internally publishing Police responses to hate crime in 2021 as a baseline for work on Te Raranga and will follow up on this in 2023.</p> <p>Police are making changes to its training and cultural competency practices:</p> <ul style="list-style-type: none"> • Police have developed training resources that incorporate perspectives from communities, the Iwi and Communities' Team within Police, international examples, academic research, and lived experience from communities. Police have also incorporated comments from the social cohesion and community safety subgroup and past feedback from Kāpuia. • Police have integrated 'micro' hate crime examples into training in many different topics and areas throughout Police to respond to changes in the environment, as opposed to only having one module on hate crime to 'tick a box'. • Police are sharing resources across agencies to achieve consistency, especially on definitions of hate speech (and consultation with people such as Professor Paul Spoonley has helped inform Police's approach). 	<p>Learning modules for Police on hate crime should be mandatory for all staff, however it is important to deliver mandatory training in a way where staff will properly engage.</p> <p>Police should put greater emphasis on effecting change through diversity to ensure communities are aware that the focus on diversity is not just cosmetic. For example, more stories on Police valuing diverse staff should be publicised to build trust in this area.</p> <p>Kāpuia would appreciate learning more from the New Zealand Police about:</p> <ul style="list-style-type: none"> • Will Te Raranga address unconscious bias for all Police staff? If not, what other actions are Police planning?
Police – Intelligence and information	R9, 10 and 11	March 2023	Collaboration between the NZSIS and the Police has increased and that these agencies are co- located (or closely located) and meet daily to exchange information and share leads.	<p>Independent and transparent performance monitoring of the intelligence and security agencies is key to improving public trust and confidence.</p> <p>Independent assessment of how well NZSIS, GCSB, Police and DPMC collaborate on counter terrorism would be an important step forward.</p>

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				<p>Agencies should clearly signal to Government when they identify system gaps and legislative limitations to their ability to make New Zealand safer.</p> <p>While it is positive the intelligence and security agencies are seeking to improve their te ao Māori capabilities, it is important to note that the Iwi Chairs Forum cannot make decisions on behalf of Iwi and more extensive engagement with Māori is required.</p> <p>Increased workforce diversity is a positive step but for this to make a real difference people from diverse backgrounds need to be empowered to help change the cultures of the agencies - rather than being expected to fit into existing ways of working and thinking.</p> <p><i>Kāpuia would appreciate learning more about:</i></p> <p>The joint leads process being developed between the NZSIS and the Police, including when it is expected to be fully operational and what is currently being done to ensure leads are managed effectively between the agencies (lead allocation, clear accountabilities for work, avoiding duplication).</p> <p>The joint operations protocol between the NZSIS and the Police was discussed, could a copy of the protocol please be sent to Kāpuia via the Kāpuia Secretariat?</p> <p>How are the national security intelligence agencies ensuring that increased workforce diversity is bringing about genuine culture change within agencies?</p>
Police – Recommendation 12, a single reporting tool	R12	February 2023	The development of the business case for a single reporting tool to give effect to RCOI recommendation 12 is now progressing. The roopu understands this is a complex piece of work and is appreciative Police took the time to discuss it.	That not all relevant government agencies are keen to participate in the development of this reporting tool, as the RCOI was clear that agencies should be thinking of how to streamline the reporting of concerning behaviours – no matter the nature of the concerning behaviour; and that ‘triage’ should

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			<p>Police is leading this work as a cross-agency project.</p> <p>The initial stages of this project have commenced, and Police intends to engage with a variety of communities to improve the reporting of concerning behaviours or incidents to a single point of contact within Government.</p> <p>There is active consideration of how the public can be clear about the purpose and scope of the reporting tool, how the information collected is used and stored, that it is intended to be accessible (and tested) and will be promoted when it is complete.</p> <p>Police was involved in the development of the indicators of violent extremism (recommendation 13).</p>	<p>be managed behind the reporting tool.</p> <p>That having a separate reporting tool for cyber-related concerns could be confusing for communities and businesses, and again the triage could occur behind a single tool.</p> <p>Kāpuia would like to know more from New Zealand Police on:</p> <ul style="list-style-type: none"> • The timeframes that Police is considering for the implementation of this reporting tool. • How Police will be working with communities to ensure the public knows how and when to use the tool. Kāpuia would appreciate an update on how this is progressing. • How Police will be working with appropriate agencies to inform them on how the reporting tool can be used across-agency.
	R12	September 2022	<p>The new reporting tool will be developed through co-design, as getting the design of this system right is of high importance to the roopu.</p> <p>A process to ensure people receive feedback after making a report will be carefully considered. Kāpuia believes this is an important part of building trust with the community.</p> <p>Police are working closely with the Department of Internal Affairs to ensure the new reporting tool aligns with work on online content regulation.</p>	<p>Marketing and publicity for the new reporting tool will need to be accessible, carefully thought out and tested so that the public are clear about its purpose, scope and how any information they provide might be used. It is important that work on Recommendation 12 is sufficiently funded over time to ensure the reporting tool meets community expectations in its development and implementation.</p> <p>It is important for call centre staff to be given appropriate training to draw out and understand people's concerns (building up from the training for 105 staff). It is important for Police to keep building trust with communities across Aotearoa, as the more trust the public have in Police and the national security system, the more likely they may be to use the reporting tool. If issues are not reported, then there is also not available data to understand areas of particular risk.</p> <p>Work across Government to better counter and educate the</p>

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				<p>public on mis- and disinformation is a crucial step going forward to enable people to feel more comfortable reporting it in particular cases.</p> <p>The development of a reporting tool in response to Recommendation 12 must be closely integrated with NZSIS work on Recommendation 13. Noting that Kāpuia understands Police are working with advisory groups to co-design the reporting tool –</p> <ul style="list-style-type: none"> • Kāpuia would like to further understand Police’s plans for co-design, including the scope and process they will use.
	R12	November 2021		<p>The following areas should be considered when developing a reporting tool:</p> <ul style="list-style-type: none"> • A system should be accessible and available in different languages • There is a need to build trust with communities and ensure reporters feel safe and secure when reporting – confidentiality needs to be upfront • Systemic racism must be mitigated, and threats should be evaluated credibly, avoiding stigmatisation • Reports should be followed up, with police acknowledging and addressing each report made in a new system.
Police – Mandatory reporting of firearms injuries	R24	November 2021	The scope presented to the group is going in the right direction, and the group is looking forward to hearing about further consultation and analysis beyond the scope in the future.	Consultation is required to determine circumstances where mandatory reporting could be an exception – it should not be up for discretion. Police can improve consultation processes by involving communities beyond ethnic, religious people and tangata whenua– gun owners and health professionals must be involved also. Police need to build trust within communities before consultation and implementation.
Police – He Aranga Ake	Supports the intent of R4(d)	June 2022	To hear about the focus on engaging with community and whanau, and the long-term nature of the programme, as this is an important area of Police’s mahi.	Ensuring community and whanau are involved and are supported to be involved in the programme long-term is critical to the programme’s success, as is continued consideration of how to effectively engage high-risk individuals who are resistant to support.

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Police – Firearms	R19, 20, 21,22 and 23	June 2022	Firearms licencing and administration changes are generally progressing well.	<p>It is unclear how firearms work will apply to problems with gangs and other at-risk individuals and communities in NZ.</p> <p>Updates (and ongoing updates) on the following areas would be appreciated:</p> <ul style="list-style-type: none"> • Concern was expressed about the subjective nature of the term “fit and proper” and how this could be impacted by unconscious bias within the Police. How will this be managed? • There is no knowledge of the quantity or type of firearms in NZ due to the voluntary nature of declaring firearms to the register. It would be helpful to know how Police intend to ensure that firearms already in circulation will be recorded on the new registry. • How does Police intend to manage private firearms sales to reduce the chance of firearms being sold to unlicensed individuals? • In respect to the recent survey indicating increased public confidence in firearms regulations, can Police advise the key outcomes from the survey and also provide information about how the survey was conducted, including data collection methods and response rate? • Does Police have information on firearm importing patterns (quantity and type) since March 2019? Can this please be provided to Kāpuia?
Public Service Commission – Papa Pounamu/workforce diversity	R33, 34 and 35	May 2023	<p>PSC intends to expand use of the tool and IAP2 to all government agencies and across all programmes of work, not just those agencies leading work on the RCOI response.</p> <p>PSC is planning to develop a model standard that would require all agencies to use the tool to support IAP2 engagement, ensuring all public servants have a model engagement framework to work with. Adopting and implementing this cross-government framework would be a step toward to</p>	<p>The tool, as well as good practice on community engagement, must evolve and improve over time, it will not stand still.</p> <p>Community engagement must be specifically designed for a particular issue – one-size does not fit all.</p> <p>While Kāpuia was consulted on the development of the Community Engagement Tool in 2021 (and understands it has so far only been required to be used by RCOI response agencies), and there is significant support for the tool to be</p>

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			<p>addressing concerns raised in RCOI R38 and concerns about government engagement raised by Kāpuia in the past.</p>	<p>rolled out more widely, the tool first needs to be enhanced:</p> <ul style="list-style-type: none"> • Agencies need to feel empowered to use Collaborate (or codesign) and Empower under IAPS to support policy development processes, not rely only on Consult, Involve and Inform. There still appears to be hesitancy in this area. • When government agencies engage with communities, they need to ask the community organisation who their trusted voices are, not just rely on engaging with voices the agencies trust. 'Trusted voices' might not be the same for agencies and communities. • It is important that agencies ensure engagement is meaningful for themselves as well as the communities they are engaging with. Agencies should measure the success of the engagement both before (setting measures of success) as well as after the process. • Further and more detailed analysis on the use of tool, wider training for agencies, information for communities about IAP2 and how to engage with it, and allocating specific resources for improving engagement capability across government will all enable continuous improvement. • Good practice examples must be shared along with the wider roll out of the tool through the PSC model standard. Kāpuia is available and willing to work with DPMC/PSC to advise where to look for good practice examples. • Evaluation of the use of the tool should not sit within the Public service alone, as it is something they are implementing themselves ("marking their own homework"). The tool should also include reflections from communities on the value of the engagement. Overall assessment could sit with a more independent monitoring agency such as the Auditor-General. <p>Kāpuia would like to know more from DPMC and PSC on:</p>
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				<p>How DPMC and PSC will address the concerns identified above.</p> <p>A wider rollout of the tool and the IAP2 framework for government agencies will be more successful if it is accompanied by more training and resources to support meaningful engagement. How will PSC ensure it is properly understood by agencies and communities, and adopted by agencies beyond RCOI?</p> <p>How will the model standard be developed to ensure that community engagement processes are tailored to suit the needs of different communities or different scenarios that agencies are engaging on?</p>
	R33, 34 and 35	May 2022	<p>To hear upfront the importance that is being placed on:</p> <ul style="list-style-type: none"> • The building of trust and confidence with communities. • The building of social licence through working towards a more representative public service to reflect communities across Aotearoa. <p>That more regular reporting is a positive step, but more work is still to be done across the public sector.</p>	<p>To help increase transparency of progress on diversity and inclusion, Te Kawa Mataaho could consider:</p> <ul style="list-style-type: none"> • Developing a framework to show a transparent pathway for how people can progress a career through the public service- showing possible steps, skills and opportunities for development. • Have a web page dedicated to presenting diversity and inclusion data across the public sector. A tool to show progress over time in one place would be beneficial.
Te Arawhiti – Te Tiriti and the RCOI report	Supports the intent of the RCOI report.	March 2023	<p>Te Arawhiti is trying to lift the Crown’s capability in integrating Te Tiriti into policy and does advocate for this at policymaking tables.</p> <p>Lifting iwi and community engagement is a key aspect of Te Arawhiti’s advice to the Crown before analysing Te Tiriti and developing policy.</p> <p>The advice provided by Te Arawhiti to agencies ensures that all voices and viewpoints are heard, including Takatāpui principles on gender.</p>	<p><i>Kāpuia would like to know more from Te Arawhiti on:</i></p> <p>What does Te Arawhiti consider the links between Te Tiriti o Waitangi and the RCOI response? Are there significant aspects or matters that should be incorporated into the Government’s response?</p> <p>What are the most important aspects of giving effect to Te Tiriti that Kāpuia should consider when looking at options for changes to the national security system?</p> <p>In the context of social cohesion being an essential component</p>

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			<p>Te Arawhiti is the only government agency with all Māori on its senior leadership board.</p>	<p>of the RCOI response, how does Te Arawhiti see the links between multiculturalism and Te Tiriti o Waitangi principles?</p> <p>What questions might Kāpuia ask to support Government agencies consider these matters?</p> <p>If an agency came to Kāpuia to seek advice on their work and it appeared they have not yet considered Te Tiriti, where would Te Arawhiti recommend an agency could start?</p> <p>How does Te Arawhiti collaborate with other government agencies to ensure Te Tiriti is a genuine and integral consideration in the policy process?</p> <p>Can Te Arawhiti please share some examples of how it has influenced policymakers' incorporation of Te Tiriti?</p> <p>What strengths and weaknesses does Te Arawhiti see in how agencies are working to integrate considerations of Te Tiriti into their work? Are there any key improvements you would like to see?</p> <p>Two recent reports (Maranga Mai! and Ki te whaiao, ki te ao Marama) published by the Human Rights Commission were mentioned by members at the March Kāpuia hui. Will Te Arawhiti consider these reports and their recommendations?</p>
<p>Te Puni Kokiri – People Ministries</p>	<p>Supports the intent of the RCOI report.</p>	<p>March 2023</p>	<p>Te Puni Kōkiri comments on government policy to ensure Te Tiriti is incorporated.</p>	<p>The Government needs to invest more in supporting communities to build social cohesion. The Royal Commission of Inquiry into the terrorist attack on the Christchurch masjidain on 15 March 2019 found social cohesion is fundamental to improving safety in New Zealand and should be invested in.</p> <p>To ensure no one is left behind it is important for each ministry to be thinking about people and communities holistically, this will involve addressing intersectionality both within and between each ministry.</p>

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				<p>It is important for each ministry to work with the Ministry of Education to help prevent bullying and harassment in schools.</p> <p>Kāpuia would appreciate learning more about:</p> <ul style="list-style-type: none">• How each ministry is working to address intersectionality both within its own ministry, and in partnership with other ministries?• What each of the ministries are doing to spread awareness of where individuals can access information and resources on work being done in their communities?• How is each ministry is working to ensure young people can have a voice and contribute to work being done within their communities?
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