

TE TIRITI-BASED MULTICULTURAL STRATEGY

for **UPPER HUTT**



Rautaki Tikanga-a-Tiriti mo nga Hapori o Te
Awakairangi ki Uta





Mihi

Ko Rimutaka te maunga

Ko Awakairangi te awa

Ko Ōrongomai te marae

Me mahi tahi tātou

Mo te oranga o te katoa

We should work together for the wellbeing of everyone.

Welcome

Tēnā tātau e te hāpori whānui o Te Awa Kairangi ki Uta. Warm greetings to our multicultural whānau and welcome to the first Upper Hutt Multicultural Strategy. This was established to acknowledge the growing diversity in this vibrant city and to honour tangata whenua and the history of the region as we move forward as a community.

From the early 19th century, Māori began moving in and around the region and Te Upoko-o-te ika (the Wellington region) has seen many tribes from the North occupying the Upper Hutt landscape. However, Taranaki tribes have held the Hutt Valley region since 1832. The flow of settlers and different tribes arriving to the region tells a story of a migration journey that is shared with newcomers from many parts of the world.

Te Awa Kairangi ki Uta/Upper Hutt was proclaimed a city in 1966 and has since seen a significant growth in population. From the beginning, Orongomai Marae has been a place that welcomes all who come to Upper Hutt. The value of maanakitanga (hospitality, kindness) is a core principle of Orongomai and is extended beyond the marae.

Piki mai rā, kake mai rā, nau mai, haere mai!



Table of contents

Message from the Mayor of Upper Hutt	4
Message from Upper Hutt Multicultural Council	5
Background	6
A. Vision	8
B. Mission	8
C. Guiding Principles	8
D. Strategic Outcomes	9
E. Goals and Timelines	9
F. Year by Year Action Plan	10
G. Goals and Responsibilities	10
H. Key Action Areas	11

Message from the Mayor of Upper Hutt

DRAFT

Message from Upper Hutt Multicultural Council



Upper Hutt has always been a place where people come together, where communities draw strength from their diversity, and where enduring partnerships are built on respect, trust, and shared aspirations. Over several years, the Upper Hutt Multicultural Council has been privileged to work alongside Upper Hutt City Council, Te Ātiawa as mana whenua, and Orongomai Marae as a place of gathering, grounding, and cultural exchange. Together, we have laid strong foundations that honour Te Tiriti o Waitangi and give life to the vision of a city that is welcoming to all.

This Multicultural Strategy is both a reflection of what we have achieved together and a roadmap for the future. It recognises that genuine social cohesion can only be realised when we uphold our partnership with mana whenua, embrace the voices of tangata tiriti and recent migrants, and ensure that every resident regardless of their background—feels a deep and enduring sense of belonging.

The Strategy provides clear direction for strengthening cultural infrastructure, embedding inclusive education through Huarahi Hou, and ensuring that civic life reflects the full richness of Upper Hutt's people. Importantly, it is designed as a living document closely aligned with Upper Hutt's 10-year Long-term Plan (LTP) so that as our city's priorities evolve, this Strategy remains current, relevant, and future-focused. By staying connected to the LTP, to Orongomai Marae, and to Te Ātiawa as mana whenua, we ensure that our actions are anchored in both local aspirations and the enduring principles of Te Tiriti o Waitangi.

On behalf of the Upper Hutt Multicultural Council and Multicultural New Zealand, I am proud to commend this Strategy. It is a call to action and a commitment to partnership. Together with Te Ātiawa, Orongomai Marae, our City Council, and our many diverse communities, we can build a future that honours the Treaty, celebrates diversity, and leaves a legacy of inclusion and unity for generations to come.

Pancha Narayanan ONZM, QSM, JP
President, Upper Hutt Multicultural Council
President, Multicultural New Zealand

Background

Te Awa Kairangi ki Uta – Our Place, Our People

Te Awa Kairangi is the oldest recorded name for the Hutt River, attributed to Kupe, the great Polynesian explorer who first journeyed into this rohe. The river's tributaries rise high in the Tararua Range, with waters flowing down through Pākuratahi at the head of the Hutt Valley. For centuries, the trail linking Te Whanganui-a-Tara to the Wairarapa ran through Pākuratahi and across the Remutaka Range.



For Māori, Te Awa Kairangi was a vital highway. Large waka could travel as far as Pākuratahi, and the river itself was once abundant with fisheries, providing sustenance and life for tangata whenua. Its banks and encampment sites became places of gathering and exchange, marking the river as both a resource and a connector of people. Later, European vessels also navigated its waters as far as Whirinaki (now Silverstream), reinforcing the river's enduring role in shaping the history of the valley.

Te Awa Kairangi ki Uta (Upper Hutt) was originally part of Hutt County, formed in 1877, and was officially proclaimed a city in 1966. Covering one of the largest city land areas in Aotearoa, it has grown into a thriving community of more than 43,000¹ residents.

¹ Statistics NZ <https://www.stats.govt.nz/tools/2018-census-place-summaries/upper-hutt-city>

Today, 15.7% of the population identify as Māori, 5.7% as Pacific Peoples, and approximately 10% as Asian, Middle Eastern, Latin American, African, or other ethnicities. This growing diversity is one of Upper Hutt's greatest Huarahi Hou bringing with its cultural richness, economic vitality, and new opportunities for community connection.

Ōrongomai Marae holds a special place in this story. As a mātāwaka marae, it represents many iwi from across the motu and has long been a home of manaakitanga for all who come. Its kaupapa is non-judgemental, reciprocal, and proudly Māori, with its ties to the multicultural community making it a living expression of unity.

Te Awa Kairangi ki Uta today is a city of many ethnicities, cultures, and beliefs. The Multicultural Strategy celebrates this reality. It acknowledges our shared history, honours Te Tiriti o Waitangi, and commits to building a future where diversity is embraced, inclusion is lived, and every community can thrive. Anchored in partnership with Te Ātiawa as mana whenua, grounded in the kaupapa of Ōrongomai Marae, and aligned with Upper Hutt's 10-year Long-term Plan (LTP), this Strategy ensures that our collective journey remains current, connected, and future-focused.

Huarahi Hou is Multicultural New Zealand's (MNZ) pathway to a Te Tiriti-based multicultural future, where tangata whenua and all Tauwiwi communities stand together in partnership. It is both a vision and a framework that guides how Aotearoa can honour Te Tiriti o Waitangi while embracing cultural diversity to build unity, belonging, and social cohesion.

The Upper Hutt Multicultural Council is proud to have gifted this hikoi, which began at Ōrongomai, that has now gone through the whole of Aotearoa to every New Zealander, as a shared journey of unity, respect, and partnership.



The Multicultural Strategy

A. Vision

Upper Hutt is a Treaty-based, inclusive, and welcoming city where Te Tiriti o Waitangi guides partnerships, mana whenua are recognised, and people of all cultures and backgrounds thrive together.

B. Mission

To strengthen social cohesion, celebrate cultural diversity, and build an equitable future for all residents of Upper Hutt by embedding Te Tiriti principles in Council practice and ensuring full participation of Māori, tangata tiriti, and new migrant communities.

C. Guiding Principles

1. Te Tiriti o Waitangi – Partnership, protection, participation, and equity guide all actions.
2. Mana Whenua Leadership – Te Ātiawa and Orongomai Marae are central cultural partners.
3. Multicultural Recognition – The city embraces demographic change as a source of strength.
4. Equity and Inclusion – Barriers to participation are identified and removed.
5. Community-Led Development – Initiatives are co-designed with Upper Hutt Multicultural Council and local communities.
6. Intergenerational Investment – Focus on young people through Huarahi Hou pathways in schools and beyond.

D. Strategic Outcomes

1. Strengthened Treaty Partnership
 - a. Council works with mana whenua on all multicultural matters.
 - b. Māori culture and tikanga are embedded in welcoming and civic life.
2. Inclusive and Cohesive Communities
 - a. Residents feel a sense of belonging, safety, and visibility.
 - b. Diverse cultures are acknowledged in civic and community celebrations.
3. Thriving Cultural Infrastructure
 - a. Facilities, hubs, and services support cultural expression, connection, and cross-cultural learning.
4. Youth and Education Pathways (Huarahi Hou)
 - a. Young people gain cultural literacy, mutual respect, and pride in bicultural and multicultural Aotearoa.
5. Shared Prosperity and Participation
 - a. Migrants and ethnic communities access services, employment, and decision-making equitably.

E. Goals and Timeline

Short-Term (2025–2027)

- a. Establish Multicultural Advisory Board (co-chaired by Te Ātiawa and UHMCC).
- b. Pilot Huarahi Hou programme in 3–5 schools.
- c. Develop Cultural Infrastructure Plan (identify spaces, hubs, and resources).
- d. Expand Multicultural Festival and embed shared celebrations.
- e. Deliver cultural competency training for Council staff.

Medium-Term (2028–2030)

- a. Expand Huarahi Hou to all schools in Upper Hutt.
- b. Establish a permanent Cultural and Community Hub.
- c. Launch migrant induction programme hosted at marae.
- d. Introduce policy of cultural acknowledgement in civic events.
- e. Develop multicultural youth leadership programme.

Long-Term (2031–2035)

- a. Establish a network of cultural hubs and public art projects across Upper Hutt.
- b. Host an annual Te Tiriti and Multicultural Hui.
- c. Embed Upper Hutt as a national leader in Treaty-based multiculturalism.
- d. Refresh and review Strategy every 3 years.

F. Year-by-Year Action Plan

Year 1 (2025)

- a. Create a Multicultural Advisory Board.
- b. Map demographics and community needs.
- c. Launch Huarahi Hou pilot in selected schools.
- d. Open first temporary/shared cultural hub.
- e. Strengthen annual Multicultural Festival with formal Treaty partnership recognition.

Year 2 (2026)

- a. Develop Cultural Infrastructure Plan.
- b. Deliver first Welcoming Communities induction at Orongomai Marae.
- c. Expand Huarahi Hou to 5 more schools.
- d. Begin staff cultural competency programme.

Year 3 (2027)

- a. Expand Huarahi Hou across all schools.
- b. Formalise policy on cultural acknowledgement at civic events.
- c. Launch youth leadership programme for diverse communities.

Year 4 (2028)

- a. Establish permanent Cultural and Community Hub.
- b. Develop cultural mentoring and intercultural dialogue programmes.
- c. Review the Multicultural Strategy alongside Upper Hutt city's LTP.

Year 5 (2029)

- a. Host inaugural Te Tiriti and Multicultural Hui.
- b. Expand multicultural celebrations to city-wide calendar.
- c. Review first 5 years of strategy with community input.

Years 6–10 (2030–2035)

- a. Build network of cultural hubs.
- b. Integrate multicultural programmes into Council's long-term planning.
- c. Refresh and extend Strategy for the next decade.

G. Roles and Responsibilities

Upper Hutt City Council

- a. Provide leadership, funding, and governance.
- b. Ensure policy reflects Treaty and multicultural commitments.
- c. Embed inclusion across all services.

Upper Hutt Multicultural Council

- a. Represent ethnic communities.
- b. Deliver multicultural festivals and programmes.
- c. Provide community leadership in delivering Huarahi Hou.

Te Ātiawa / Orongomai Marae

- a. Lead tikanga, kawa, and Treaty frameworks.
- b. Partner in migrant induction and civic welcoming.
- c. Provide cultural grounding for shared initiatives.

H. Key Areas of Action

Cultural Infrastructure

- a. Develop hubs, community spaces, and marae partnerships.
- b. Provide multilingual resources in libraries and civic spaces.

Social Inclusion

- a. Strengthen Welcoming Communities programme.
- b. Establish intercultural forums and dialogue spaces.
- c. Support migrant settlement and community networks.

Education – Huarahi Hou

- a. Embed cross-cultural learning in schools.
- b. Provide resources for teachers.
- c. Build youth leadership and mentoring pathways.

Civic Celebrations

- a. Ensure city events reflect cultural diversity.
- b. Acknowledge cultures in public life and city identity.

Monitoring & Review

- a. Track population changes through census and local data.
- b. Publish annual progress reports.
- c. Refresh strategy every 3 years in partnership with communities.