



## ChangeMakers Refugee Forum Strategic Plan 2011-2016

### Our Vision

New Zealanders from refugee-backgrounds participating fully in New Zealand life.

### Our Mission

We work with refugee-background communities and others to ensure that people from refugee-backgrounds reach their potential and are supported to contribute to their own and the wider community.

### Our Guiding Principles

These values were adopted by refugee communities in Wellington in 2005. These values form the basis for our work.

- **Nothing about us without us.** People from refugee-backgrounds should be involved in all stages when policies and services are being developed. Their involvement should be meaningful and respectful of them as the people who will be most affected by those policies and services.
- **Focus on strengths not weaknesses.** Refugees bring knowledge, experience and many different skills to New Zealand. They have much to contribute.
- **A human rights approach** instead of a welfare approach should be the basis for policy development and service delivery.
- **A shared voice is a strong voice.** While we acknowledge the differences and the importance of independence, we also recognise the great value of coming together to work on issues of common concern.

## **Key Change Outcomes**

ChangeMakers has identified six changes that we want to achieve to move towards our vision.

### **External Changes**

These changes relate to refugee-background communities and those who work with them.

#### **Change Outcome 1**

**Refugee-background communities are aware of their rights and claiming the same rights as all New Zealanders**

This means that we will work with communities to build their understanding of their rights and how they can claim them.

#### **Change Outcome 2**

**Policy development and service delivery are underpinned by a rights based approach**

This means that we will work with government and non government agencies to build their understanding of a rights based approach and the implications of this in their work.

#### **Change Outcome 3**

**Refugee-background communities have increased capacity to participate in NZ life**

This means we will facilitate capacity building in areas that refugee-background communities have identified.

#### **Change Outcome 4**

**People from refugee-backgrounds are recognised for their contribution to their own community, to other communities and to New Zealand society**

This means we will work with communities, government and non government agencies to highlight the positive contribution that people from refugee-backgrounds make to NZ.

## Internal Changes

These changes relate to our organisation.

### **Change Outcome 5**

#### **ChangeMakers is governed and managed effectively and transparently**

This means that we will continue to build the capacity of our staff and board, and communicate our processes, decisions and results in a transparent and accessible manner.

### **Change Outcome 6**

#### **ChangeMakers is a community driven and rights based organisation**

This means will we work on the common issues identified by ChangeMakers' communities and that this work will be underpinned by a rights based approach.