

Our Vision:

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

Ensure everyone's voice is heard

- Build strategic partnerships for collaborating on shared goals and interests of refugee background communities.
- Encourage and grow participation in community forums and draw value from them.
- Encourage a united, collective voice and participation in various democratic processes.
- Nurture stakeholder engagement; between communities, partners and providers.

Support each other to grow and flourish

- Partner with community and service providers to co-design and deliver refugee-centred programmes and services.
- Identify and support future leaders in the communities and help them develop their potential.
- Provide mentoring support; e.g. to enable media and communication expertise among refugee background communities.

Advocate for everyone's inclusion and rights in Aotearoa / New Zealand

- Advocate for everyone's inclusion and rights in Aotearoa, New Zealand.
- Adequately represent refugee-background voices to the government to improve the National Refugee Resettlement Strategy
- Contract, conduct and share research to support strong advocacy.
- Measure the impact and celebrate the benefits of programmes on refugee background communities and Aotearoa, New Zealand.

Ensure the long-term sustainability of ChangeMakers

- Strengthen the governance and management of ChangeMakers to ensure it can meet the current and future needs of refugee background communities.
- Secure a diverse set of funding sources.
- Build greater understanding of ChangeMakers' mission and impact.
- Be known as an accountable, resilient, values-led organisation.

- **Nothing about us without us**
- **A human rights approach**

Our Principles:

- **Focus on strengths not weaknesses**
- **A shared voice is a strong voice**

Our Mission:

We work with Kiwis from refugee-backgrounds to ensure they have every right in the world to flourish in Aotearoa, New Zealand