Super-diversity in Aotearoa: Institutional Responsiveness to Diversification

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“Super-diversity' is a term denoting a transformation of population patterns, especially arising from shifts in global mobility. Around the world over the past three decades, there have been increasing movements of people from more varied national, ethnic, linguistic and religious backgrounds; in addition, there has been a diversification of migration channels, legal statuses and conditions, gender and age ratios and forms of human capital” (Steven Vertovec, Super-Diversity, Routledge, 2015)
Super-diversity: Reconceptualising Immigration, Identity and Interaction

Ethnic groups + multiculturalism + binary relations

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Negotiation/understanding of difference within context of super-diversity

• Micropolitics of everyday interaction (Amin)
• Gender, age, human capital, status, migration pathway and ethnic categories (Vertovec)
• Conviviality (Gilroy), multiculture (Kesten et al)
GlobaldiverCities Project

New Diversity = Super-diversity

• Recent configuration/outcomes of migration
  – National original
  – Ethnicity
  – Language
  – Religion
  – Gender
  – Age
  – Human capital
  – Legal status

What does diversification and diversity look like and mean to those involved?
GlobaldiverCities Project

• Initial phase 2011-2014
• Investigated:
  – Nature of public spaces
  – Use/meaning by various groups
  – Historical legacies
  – Diversity conceived/managed by authorities
  – Effects of physical environment and material phenomena
  – Constrain and create opportunities for social relationships
  – Patterns of social interaction

www.globaldivercities.mmg.mpg.de
New York (Nth America)
Astoria (Queens): 40% foreign born
120 countries/regions

Singapore (Asia)
Jurong West: Prime immigrant destination
Industrial area

Johannesburg (Africa)
Hillbrow: “whites only” → migrant destination
informal local economy
inadequate public services

Auckland (Pacific)
Avondale: layers of migrants
(plus other areas)
GlobaldiverCities Project

Data acquisition:

- Sampling (in-depth interviews, impromptu group interviews, focus groups)
- Observation (participant observation, transect walks, behavioural mapping)
- Visualisation (filming/photographs, interviews using photos/videos as prompts, informant photos, ethnographic films)
Route-ines

• Patterns of encounter along habitually travelled pathways
  – Observation of distinct “other”
  – Mode of interaction
  – Familiar strangers = little social interaction
Rooms without Walls

- Perceived diversities in large urban public spaces
- Operate as though in own space ("carved-out")
- Rules of conduct
Corridors of dissociation

• Excluded from spaces of encounter
  – Social discomfort
  – Fear of confrontation
  – Lack of physical security
  – Racist acts
  – Policing
Investigating the public, parochial and private realms

- Public:
  - SIO4 Urban encounters
  - IIR3 Meta evaluation of central policy

- Parochial:
  - IIR2 and 5 Schools project
  - IIR1 Institutional evaluations
  - SIO7 urban governance

- Private:
  - IIR6 Life histories
Commonplace Diversity (SIO4)

- Replicates and extends
- In superdiverse cities daily cross-cultural interactions become “commonplace” (Wessendorf, 2014)
- Focus is on selected public spaces in Auckland
- Multiple methods: conceiving, observing, visualising
- Investigates both “hard” and “happy” forms of lived experience
Social cohesion opportunities through place-space initiatives in urban governance (SIO7)

• Analyses up to 10 initiatives using formal or informal governance arrangements aimed at:
  – Strengthening social cohesion
  – Enhancing social mobility
  – Boosting economic performance

• Methods:
  – Semi-structured interviews
  – Systematic analysis of key documents
  – Focus groups, including photo elicitation
  – Ethnography/participant observation in community activities
Formative Developmental Evaluation of Institutions and Agencies (IIR1); and Meta-evaluation of government diversity initiatives (IIR3)

- **IIR1:** focus on diversity management in up to 6 public institutions & NGOs:
  - Currently working with New Zealand Police who are developing their second Ethnic Diversity Strategy and Implementation Plan
  - Methods: Formative and developmental evaluation

- **IIR3:** Synthesis of successful interventions in diversity planning in central government departments
  - Methods: content analysis, discourse analysis and an analysis of evidence of “evaluative thinking”
NZ is the safest country in the world

Policing Excellence - The Future

- Safer Families
- Iwi Partnerships
- Evidence-Based Policing
- Service Development

Working Together with Ethnic Communities - The Future

- leading ethnic responsiveness
- building capability
- working with ethnic communities
Three Objectives

- Working together with Ethnic Communities – The Future
  - Leading Ethnic Responsiveness
  - Building Capability
  - Working with Ethnic Communities
Diversity Policy and Practice in Schools (IIR2, IIR5, SIO1)

• Participatory Research in two Auckland schools
  – Examines school practices to identify the impact of, and responses to, diversity
  – Focus on both staff and students
  – Uses a range of methods: documentary analysis, interviews, social network analysis, photo-voice, spatial mapping
  – Also includes detailed analysis of school demographics
Life History of Diversity Experience
(IIR6)

• The aim of the life histories project is to understand an individual’s life in the context of the community they currently inhabit and the journey to that community

• Involves key informants and other participants in Massey CaDDANZ fieldwork projects

• Method: uses a time-line constructed with the participants to understand major life stages, mobility and key decisions

• This project will narrate, visualise and articulate diversity through the autobiographical stories of participants’ experiences, using audio/video life histories or artefacts and photographic images
Politics of Super-Diversity

• Policy platform (21st century multiculturalism in Aotearoa)
• Political (and other institutional) impacts
• Majority (Pakeha) reactions
CaDDANZ
Capturing the Diversity Dividend of Aotearoa/New Zealand