They did not listen, are they listening now?

Anjum Rahman
Arahia He Ara Pathways 2019 Conference
Diversities of migration: racism, difference and inequalities
Massey University, Albany, Auckland, 19 November 2019
Empowering communities

• **Systemic issues**: how the structure and system of government impacts engagement and hampers the delivery of results.

• **Case study**: Experiences of the Islamic Women’s Council of New Zealand in seeking solutions to discrimination

• **A solution**: Tāhono – Inclusive Aotearoa Collective is a way to change the way we think and work
Systemic issues

“...large organisations often become ‘sclerotic’ – rule bound, risk averse, inflexible, non-responsive, and characterised by almost irreversible forms of ‘goal displacement’ in which their means become ends in themselves.”

Promoting Public Service Integrity: A Case for Responsible Accountability, Robert Gregory and Colin Hicks, Australian Journal of Public Administration, 58 (4), pg 4
The Westminster System

- Improved by MMP
- Personality politics
- Adversarial in nature
The Electoral Cycle

• 3 year cycles lead to short-term strategy
• 6 months before an election, no-one is prepared to commit to new programmes/policy in case of a change in government
• the consequences of a scandal during an election year makes public service and politicians risk averse
Incentives for the Public Service

“Our public management system is fragmented and struggles to act cohesively to address cross-cutting problems. This is because the system incentivises separate agencies to be enterprising about their own resources, focused on the production of outputs, but not incentivised to connect with others or focused on achieving better outcomes.”

Impact Statement: State Sector Act Reform, 17-6-19, State Services Commission, pg 5
Incentives to Operate Vertically Rather than Horizontally

- Focusing on own agency rather than wider public service and a unifying common vision
- People have to interact with multiple agencies for the same problem
- Difficult to address complex social issues that span agency boundaries
- High variation in employee terms and conditions → difficult to move departments; strengthens identification with their own department rather than a unified public service
- Culture of frequent structural changes and reorganisations → loss of institutional knowledge, less productivity
Data is not neutral

Data gathered from marginalised groups is usually used to confirm deeply ingrained prejudices within the dominant culture.

https://medium.com/this-political-woman/when-white-fears-become-big-data-racist-emotions-and-the-populists-who-love-them-9ccf8e1ef1b2
https://medium.com/this-political-woman/a-simplified-political-history-of-data-26935bdc5082
## Demographics

<table>
<thead>
<tr>
<th>RELIGIOUS AFFILIATION:</th>
<th>2006 Census</th>
<th>2013 Census</th>
<th>2018 Census</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>% of Total Stated</td>
<td>% of Total Population</td>
</tr>
<tr>
<td>Bahá’í</td>
<td>2,772</td>
<td>0.07</td>
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<td>Buddhism</td>
<td>52,362</td>
<td>1.40</td>
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<tr>
<td>Christianity</td>
<td>2,027,418</td>
<td>54.16</td>
<td>50.33</td>
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<td>Māori Christianity</td>
<td>65,550</td>
<td>1.75</td>
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<td>Hinduism</td>
<td>64,392</td>
<td>1.72</td>
<td>1.60</td>
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<tr>
<td>Islam</td>
<td>36,072</td>
<td>0.96</td>
<td>0.90</td>
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<tr>
<td>No Religion</td>
<td>1,297,104</td>
<td>34.65</td>
<td>32.20</td>
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<td>Object to answering</td>
<td>242,607</td>
<td>6.48</td>
<td>6.02</td>
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</table>

Demographic spread of Muslim population

- NZ Born
- Born in Pacific Islands
- Born in Asia
- Born in Middle East and African
- Other
Population comparison based on age

- 0-19 Years
- 20-34 Years
- 35-59 Years
- Above 60

NZ population vs NZ Muslim
Issues
“In support of media-induced Islamophobia, results show that greater news exposure is associated with both increased anger and reduced warmth toward Muslims. Additionally, the relationship between media exposure and anti-Muslim prejudice does not reliably vary with political ideology, supporting claims that it is widespread representations of Muslims in the news, rather than partisan media biases, that drives anti-Muslim prejudice.”
Effects of social media

• Algorithms: confirm biases
• Reward loyalty to one’s own group
• Bots, sock-puppets, trolls and paid disruptors
• Study in Germany: towns with higher Facebook use had more anti-refugee attacks
• Cambridge Analytica and Facebook advertising
• 4chan, 8chan, Gab, Reddit sub-groups
• Use of video games & YouTube as recruiting tools
Government engagement

• Set out in Radio NZ piece

• Constantly repeating ourselves: SIS, DPMC, heads of Government, Ministers, DIA, OEC, SSC, locally several times to Police, DIA, local funders

• Concerns not taken seriously: from March 17, we consistently mentioned growth of alt-right

• Focus on male Muslim youth and violent extremism

• No significant resourcing

• Our solutions not taken up, others offered that were not suitable
It’s not just us
True compassion is more than simply flinging a coin to a beggar - it comes to see that an edifice which produces beggars needs restructuring.

Martin Luther King
• Strategy on Belonging, Inclusion and Participation
• Mapping
• Implementation via the Constellation Model
Mission Statement

To build a social movement that creates lasting change by enabling each person and community to claim their place in Aotearoa, while recognising the rights of others to do so too.
1. What is stopping you from feeling like you belong in Aotearoa?

2. What needs to change to make you feel that you belong in Aotearoa?
Who are we talking to?

- Tangata whenua
- Young, old, in between
- Gender diverse
- Multicultural and Interfaith
- People with disabilities
- Basically everyone!
How?

- Meetings with NGOs and community organisations
- Small town visits
- Zoom calls
- Interactive website
- Neighbourhood meetings
- Three major hui
Current material from previous consultations will be reviewed and summarised. *Examples are:*

- Disability strategy
- Children’s Commissioner research
- Age Concern research

With kind support from: National Institute of Demographic and Economic Analysis
Mapping

- Services already available will be listed on the IAC website

- Gaps and opportunities for collaboration will be identified
Using the Constellation Model to empower communities

Source: Canadian Partnership for Children’s Health and the Environment
“In spite of current ads and slogans, the world doesn't change one person at a time. It changes as networks of relationships form among people who discover they share a common cause and vision of what's possible.”

Margaret Wheatley and Deborah Freize
<table>
<thead>
<tr>
<th>Timeline</th>
<th>Date/Period</th>
<th>Task</th>
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<tbody>
<tr>
<td></td>
<td>31 Jan 2020</td>
<td>Set up phase</td>
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<tr>
<td>Feb - Sept 2020</td>
<td>Conversations and Mapping</td>
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<td>Oct - Dec 2020</td>
<td>Writing Strategy and Launch</td>
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<td>Feb 2021</td>
<td>Research Constellations</td>
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<tr>
<td>Starting Apr 2021</td>
<td>Convene Constellations</td>
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Funders

We would like to thank our generous funders:
Join us to make this happen

Our proposal is ambitious, and the first of its kind in our country. Register your interest at https://www.inclusiveaotearoa.nz/join-us

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Social media:
Facebook: https://www.facebook.com/InclusiveAotearoaCollective/
Twitter: @includeaotearoa