

HE RĀKAU TAU MATUA

Pathways, Diversity and Inclusion Conference

8-9 February 2018

Keynote speakers

Professor Steven Vertovec

Max-Planck-Institute for the Study of Religious and Ethnic Diversity, Germany

Associate Professor Amanda Wise

Macquarie University, Australia

Father Rod Bower

Gosford Anglican Church, Australia





CaDDANZ

Capturing the Diversity Dividend of Aotearoa/New Zealand

Introduction

The Pathways conference was established in the 1990s as an annual event for research and policy communities to discuss current issues relating to immigration and diversity. It is an opportunity to discuss recent research findings, to consider current and emerging policy issues and the outcomes for both immigrants and host communities. And there are the related issues of diversity and inclusion, and how communities understand and interact in situations of diversity/diversification. Presentations from eminent international and local speakers will contribute to these discussions.

The changing demography and diversity of Aotearoa/New Zealand is helping reshape the country, the composition of communities and the nature of identity and institutional engagement. What policies and services are required? How well are our core institutions responding to diversity? Do we really know what is happening in our various communities – and between them? Pathways is a key opportunity to consider what is happening and where the country is heading.

The conference focus on diversity and inclusion is reflected in the title 'He Rākau Tau Matua' which refers to a tree that provides sustenance and safety to all those who inhabit the forest.

The Capturing the Diversity Dividend of Aotearoa/New Zealand (CaDDANZ) research programme, which involves teams from the University of Waikato and Massey University, hosts this conference along with the active partnership and support of the Human Rights Commission, Auckland Council and Diversity Works. All have an active interest in contributing to a relevant evidence base and to positive and inclusive outcomes for New Zealand communities. We welcome you to Massey University's Auckland campus for 2018 and trust that you will gain from Pathways – new insights, new relationships, new possibilities.

Acknowledgements

The organising committee for the 2018 Pathways Conference includes: Bev Cassidy-Mackenzie, Renae Dixon, Dr Carina Meares, Rakesh Naidoo, Dr Arama Rata, Distinguished Professor Paul Spoonley, Michelle Tayler, Julie Taylor, and Dr Jessica Terruhn.

We would particularly like to thank Dr Carina Meares (Auckland Council), Rakesh Naidoo and Michelle Tayler (Human Rights Commission) and Bev Cassidy-Mackenzie (Diversity Works New Zealand) for their generous support and contribution.

Keynote Speakers

Steven Vertovec



Steven Vertovec is a Director of MPI-MMG and Honorary Joint Professor of Sociology and Ethnology, University of Göttingen. Previously he was Professor of Transnational Anthropology at the Institute of Social and Cultural Anthropology, University of Oxford, Director of the British Economic and Social Research Council's Centre on Migration, Policy and Society (COMPAS), and Senior Research Fellow at Linacre College, Oxford. Currently co-Editor of the journal 'Global Networks' and Editor of the Palgrave Macmillan book series 'Global Diversities', Prof. Vertovec has held fellowships at the University of California, University of Warwick, Free University Berlin, Humboldt University Berlin, University of British Columbia and Wissenschaftskolleg (Institute for Advanced Study), Berlin. His research interests surround globalisation and transnational social formations, international migration, ethnic diasporas and contexts of urban diversity. Amongst other books, he is the author of *Transnationalism* (Routledge, 2009) and *Super-diversity* (Routledge, forthcoming) and editor or co-editor of thirty-five volumes including *Conceiving Cosmopolitanism* (Oxford University Press, 2003), *Anthropology of Migration and Multiculturalism* (Routledge 2009), *The Multicultural Backlash* (Routledge 2010), *Migration* (five volumes, Routledge 2010), *Migration and Diversity* (Elgar, 2014), the *International Handbook of Diversity Studies* (Routledge, 2015) and *Diversities Old and New* (Palgrave, 2015).

Prof. Vertovec has acted as expert or consultant for numerous agencies, including the Expert Council of German Foundations on Migration and Integration, the UK government's Cabinet Office, National Audit Office, Home Office, Department for International Development, Department of Communities and Local Government, the British Council, the European Commission, the G8, World Bank and UNESCO.

Father Rod Bower, Gosford Anglican Church, Australia



The Venerable Rod Bower is an Anglican priest, Rector of Gosford where he has served for 18 years and Archdeacon of the Central Coast. He is an ambassador for the Refugee Council of Australia and Chairman of the Board of Lakes Grammar, an Anglican School. Fr. Rod is a passionate advocate for a number of social justice and human rights issues, including marriage equality. He believes that the treatment of Asylum Seekers in Australia, the lack of action on climate change and the failure to adequately recognise First Nations people damages Australia's corporate soul. It has been said he takes "a hard line on compassion", he is committed to building social and cultural capital and contributing to the evolution of an Australia where there is respect, peace and harmony. Fr. Rod is married to Kerry, also a passionate advocate for Asylum Seekers; they have two married children and three grandchildren. Fr. Rod received the 2016 Doha International Award for Interfaith Dialogue and was recently named Abyssinian of the year by the Muslim Community.

Associate Professor Amanda Wise, Department of Sociology, Macquarie University



Amanda Wise is an Associate Professor of Sociology at Macquarie University. Her research interests include materialities, civilities, and 'sensibilities' of urban life in diverse cities; multiculturalism and 'lived diversity' (especially 'everyday multiculturalism') in Australia and Singapore; race and interethnic relations; cultural attachments to and formations of place, especially in relation to multicultural cities; national and cultural identities; diasporic, transnational and migrant communities; labour mobility in and from Asia; and experiences of low wage migrant labourers in Australia and Asia. She recently completed fieldwork (with CI Velayutham) for the ARC Discovery project: *Everyday Multiculturalism at Work: Australia and Singapore Compared*. Her books include *Everyday Multiculturalism* (edited with Velayutham, Palgrave Macmillan 2009) and *Exile & Return Among the East Timorese* (University of Pennsylvania Press 2006). She has published extensively on various aspects of 'everyday multiculturalism' in Australia and Singapore.

THURSDAY 8TH FEBRUARY

Registration and Welcome

8.30 – 9.00 Registration

9.00 – 9.10 Mihi Whakatau

9.10 – 9.30 Welcome

9.30 – 9.50 *Morning Tea*

PART ONE

Indigeneity and Immigration: Politics and Policy

9.50 – 11.00 **Super-diversity and the Social Organisation of Difference**

Keynote Speaker: *Professor Steven Vertovec*

Discussant: Professor Tahu Kukutai

Chair: Distinguished Professor Paul Spoonley

11.00 – 12.15 **New Diversities – New Challenges**

Māori and Diversity Acceptance: Insights from the General Social Survey
Professor Tahu Kukutai / Dr Arama Rata

Migration, Diversity and Stratification: Linking Discourse, Policy and Experience
Associate Professor Francis Collins

The Social Atlas of New Zealand as a Decision Support Tool
Dr Natalie Jackson / Dr Lars Brabyn

Sub-national Ethnic Population Projections for Small Ethnic Groups
Associate Professor Michael Cameron

Chair: Bev Cassidy-Mackenzie

12.15 – 1.00 *Lunch*

PART TWO

Religious Leadership: Creating Cohesion

1.00 – 2.00 **Religious Diversity: Mixing Matters of Church and State**

Opening Address: *Dame Susan Devoy*

Keynote Speaker: *Father Rod Bower*

Q&A: Dame Susan Devoy

2.00 – 3.15	<p>The Role of Religious Leaders in Peace Making – A Panel Discussion</p> <p>Panellists:</p> <ul style="list-style-type: none"> • <i>Professor Paul Morris</i> • <i>Rev Dr Helen Jacobi</i> • <i>Rick Sahar</i> • <i>Aliya Danzeisen</i> <p>Chair: Professor Edwina Pio</p>
3.15 – 3.35	<i>Afternoon Tea</i>
<p>PART THREE</p> <p>Evaluation</p>	
3.35 – 4.45	<p>Evaluating Policy Initiatives</p> <p>Institutional Evaluations: ELPNZ - A Case Study <i>Dr Geoff Stone / Associate Professor Robin Peace</i></p> <p>Migration and Wellbeing <i>Peter Wilson</i></p> <p>Global Impact Visa Evaluation <i>Mary Adams</i></p> <p>Community Organisations Refugee Sponsorship Pilot Evaluation <i>Brenda Crane</i></p> <p>Chair: Associate Professor Robin Peace</p>
4.45 – 5.00	<p>Review and Reactions</p> <p>Distinguished Professor Paul Spoonley</p>
5.00 – 6.00	<i>Reception</i>

FRIDAY 9th FEBRUARY

8.30 – 9.00

Registration

PART FOUR

Urban and Neighbourhood Diversity: Conviviality, Cohesion, Justice?

9.00 – 10.10

Structures of Urban Conviviality: Everyday Multiculturalism as more than Interpersonal

Keynote Speaker: *Associate Professor Amanda Wise*

Chair: Dr Trudie Cain

10.10 – 10.30

Morning Tea

10.30 – 12.00

Local Diversities – Local Approaches

Welcoming Communities: Putting out the Welcome Mat to Newcomers

June Rout

Interculturalism as a Platform for Future Neighbourhood Harmony

Lynda Ford

Mahi Tahī: Stronger Together as Peoples of Te Moana-nui-a-Kiwa?

Tania Pouwhare

Living with 'Difference' – Conceptualising Urban Diversity

Dr Jessica Terruhn

Chair: Councillor Fa'anana Efeso Collins

12.00 – 1.00

Lunch

PART FIVE

He Ara Rau – The Many Pathways

1.00 – 2.30

Young People of Aotearoa Talk about Identities and Aspirations – A Panel Discussion

Panellists:

- *Asena Tolungamaka*
- *Gabriella Brayne*
- *Lincoln Dam*
- *Rez Gardi*

Chair: Fezeela Raza

2.30 – 2.50

Afternoon Tea

2.50 – 4.20	Migration and Colonialism: Communities, Relations, Potentialities – A Panel Discussion Panellists: <ul style="list-style-type: none">• <i>Aaryn Niuapu</i>• <i>Arama Rata</i>• <i>Faisal Al-Asaad</i>• <i>Julie Zhu</i> Chair: Associate Professor Alice Te Punga Sommerville
4.20 – 5.00	Closing remarks Distinguished Professor Paul Spoonley

Abstracts

PART ONE

Indigeneity and Immigration: Politics and Policy

Keynote Address

Super-diversity and the Social Organisation of Difference

Professor Steven Vertovec

'Super-diversity' – a concept describing new configurations of migration-driven diversity – has come to be understood in a variety of ways. In this talk, the concept's origins and trajectories will be briefly traced before a key component that is often left out – legal status – is discussed by way of its implications for social stratification. Recognising such modes of stratification is key to understanding super-diversity. This leads us to consider a broader conceptual model: the social organization of difference. Here, the model will be introduced with regard to what it can offer for scrutinizing super-diversity, for undertaking comparative research, and for understanding complex societies such as New Zealand.

New Diversities: New Lens, New Challenges

Māori and Diversity Acceptance: Insights from the General Social Survey

Professor Tahu Kukutai / Dr Arama Rata

Against a fraught colonial history of demographic swamping, and in light of contemporary shifts in ethnic composition at the national level, this talk outlines Māori acceptance of diversity, and the social factors that might shape diversity attitudes, using data from the General Social Survey. The analysis identifies potential predictors of diversity attitudes among Māori, and considers pathways to promote social cohesion in a rapidly changing Aotearoa.

Migration, Diversity and Stratification: Linking Discourse, Policy and Experience

Dr Francis Collins

In recent years, New Zealand and the city of Auckland in particular have regularly been cast as super diverse, a term that indexes high levels of overseas-born populations, manifold identities and cultures and the variant interactions that make up everyday life. These discussions of diversity, however, have often occurred parallel to contemporaneous and substantial shifts in the approach taken to migration in New Zealand and in particular the growing types and complexity of time-limited or temporary visas. In this presentation, I address the relationship between new forms of temporary migration and experiences of diversity and in particular the ways in which our understandings of putative 'super diversity' need to pay much greater attention to state-led stratification of migrant populations. Diversity, in other words, cannot only be read in terms of purportedly extant varieties of ethnicity, gender and sexuality, religion and age but rather needs to be understood in relation to the present and future socio-legal status of populations and the implications that this has for the making of an inclusive society.

The Social Atlas of New Zealand as a Decision Support Tool

Dr Natalie Jackson / Dr Lars Brabyn

Natalie and Lars will demonstrate (where they are at with) the online Social Atlas of New Zealand, and how it will provide 'decision-support' for central and local government, hospital and education boards, etc. through responding to common comments and questions from such organisations.

Sub-national Ethnic Population Projections for Small Ethnic Groups

Associate Professor Michael Cameron

New Zealand is incredibly diverse in terms of ethnic composition, but projecting future populations for small sub-groups of the population (such as small ethnic groups) presents a considerable challenge. That explains why there are no official projections for these groups. In this paper, I present the results from a modified Hamilton-Perry projection method based on inter-Censal cohort change ratios and child-woman ratios that projects the populations of the 37 ethnic groups at Level 3 of Statistics New Zealand's ethnicity classification. We show that, for most groups, this very simple model does a reasonable job of projecting age-sex-region specific future populations. We also use the models to demonstrate the rapidly increasing ethnic diversity, but with considerable regional variation, that New Zealand is projected to experience in the future.

PART TWO

Religious Leadership: Creating Cohesion

Keynote Address

Religious Diversity: Mixing Matters of Church and State

Father Rod Bower

The separation of church and state is surely one of the most misunderstood concepts of our time. In practical terms, the separation of Church and State means balance and mutual accountability, and it is part of the system of checks and balances that creates a healthy society. The State has a responsibility to ensure that religious organisations always act for the total wellbeing of their members and the community at large. Religious bodies, and other organisations that have a predominantly moral and ethical foundation, have a responsibility to call the State to remember its duty to govern with Justice, Equity and Compassion. Human rights are best served when there is a healthy interaction and mutual moral accountability between all parties.

The Role of Religious Leaders in Peace Making – A Panel Discussion

Panellists: Professor Paul Morris, Rev Dr Helen Jacobi, Rick Sahar, Aliya Danzeisen

New Zealand is one of the most peaceful countries in the world while also being a religiously diverse nation. The role of religious leadership in peace-making with creating and sustaining social cohesion is an ongoing endeavour. Panellists will share their insights on the religious diversity of New Zealand and provide examples of inspirational initiatives which they are leading and or participating in that contribute towards peace making.

PART THREE

Evaluation

Evaluating Policy Initiatives

Institutional Evaluations: ELPNZ - A Case Study

Geoff Stone / Associate Professor Robin Peace

English Language Partners New Zealand (ELPNZ) and a range of other government and non-government agencies play an instrumental role in facilitating newcomer settlement. This presentation reports on the initial findings from the first of three institutional evaluations in which we use a developmental evaluation approach to work alongside institutions involved in settlement and integration outcomes. We describe tools that have been developed to identify organisations' positions in a service ecology context as well as discussing how such tools reveal a somewhat patchwork policy response to new settlement needs. We consider these revealed needs in the context of institutional responses to increasing diversity in New Zealand.

Migration and Wellbeing

Peter Wilson

Consulting economists Julie Fry and Peter Wilson have developed a comprehensive new framework that examines the impact of migration on the wellbeing of New Zealanders. Wellbeing is multi-dimensional and allows a wider range of factors, like environmental sustainability, social cohesion, the Treaty of Waitangi and the effect of migration on distribution to be used to judge alternative policies. Peter will outline the framework and talk about how it can be used in practice to ensure that migration policy does the right thing for the right reasons.

Global Impact Visa Evaluation

Mary Adams

The Global Impact Visa (GIV) is a new immigration policy aimed at facilitating the attraction, selection and integration of global entrepreneurs with skills, potential and ambition to innovate. The policy is designed to complement existing visas by selecting migrants on the basis of entrepreneurial potential rather than on capital and proven business experience. For the pilot, MBIE is partnering with the Edmund Hillary Fellowship (EHF). GIV is a three-year open work visa that enables participants in the EHF to work and live in New Zealand with a pathway to residency. Up to 100 GIVs will be awarded each year to international Fellows, who will join up to 20 Kiwi Fellows in the programme. Fellows receive individualized support and are connected to a global network of investors, mentors, partners, and innovation hubs. The evaluation, which will include interviews with Fellows, will assess the implementation, outputs and early outcomes of the GIVs pilot. It will inform Ministers, policy decisions and future budgets if the programme is to continue beyond the four-year pilot.

Community Organisation Refugee Sponsorship (CORS) Pilot Evaluation

Brenda Crane

This is a new category of permanent resident visa approved by Cabinet in June 2016 and is part of New Zealand's broader refugee and humanitarian programme. The CORS programme is a small-scale pilot being implemented by Immigration New Zealand's Settlement, Protection and Attraction Branch (part of the Ministry of Business, Innovation and Employment). The pilot aims to test the feasibility of enabling community organisations to support refugee settlement, build communities that welcome refugees, and support New Zealand's commitment to providing durable protection solutions for

refugees. Refugee sponsorship programmes are already run in Canada and Australia, though neither of these is quite like New Zealand's. The evaluation will include interviews with sponsoring community organisations and sponsored refugees, and will focus on the processes introduced to get the new category up and running. These range from identifying and engaging interested and suitable community organisations through to the experiences of sponsored refugees in settling in New Zealand, and the experiences of community organisation sponsors providing the settlement support in the community, including linking sponsored refugees to jobs and the local community and the services they need.

PART FOUR

Urban and Neighbourhood Diversity: Conviviality, Cohesion, Justice

Keynote Address

Structures of Urban Conviviality: Everyday Multiculturalism as more than Interpersonal

Associate Professor Amanda Wise

The last decade or so has seen great advances in the scholarship of coexistence in lived multiculturalism. We know more than ever now about what kinds of everyday practices and dispositions make for inclusive diversity which both bridge and embrace difference in our communities and workplaces. While conviviality in diverse societies has become a concept of focus in recent scholarship, it is part of a much older and broader concern in sociology and anthropology with the question of how communities/cultures/societies/nations 'stick together'. Recent literature on 'multicultural conviviality' articulates this issue in the context of living in culturally complex, mobile, global and superdiverse (Vertovec 2007; 2017) cities. If wondering how communities 'stick together' has long been a concern for social research, it becomes increasingly pressing when those communities undergo dramatic change through migration: including people who speak different languages, migrate through varied pathways with different rights, entitlements and temporalities, look different and profess different faiths and values. And these issues have arisen alongside work that has focused on scholarly debates around cosmopolitanism, and 'everyday multiculturalism', and popular debates around social cohesion and cultural conflict. While these ideas and concerns are not the same thing, or come from the same traditions, they place the negotiation (or negation) of cultural difference in the centre of the problematic of how people live together. In this paper, I want to move beyond a focus on how people and communities encounter one another and negotiate their differences at an interpersonal level to reflect upon the ways in which wider structures and material environments mediate everyday multiculturalism. I consider these structures of urban conviviality in superdiverse (Vertovec 2007; 2017) cities through examples drawn from three contexts: Neoliberal work cultures and times; the built environment & public green space; and sport. Through each domain, I consider how structural forces, technologies of governance and built environments shape the terms, possibilities, and potentials of multicultural encounter and coexistence.

Local Diversities – Local Approaches

Welcoming Communities – Putting out the Welcome Mat to Newcomers

June Rout

Welcoming Communities is an innovative two-year pilot programme (July 2017-June 2019) to support local councils and their communities to become even more welcoming to newcomers – defined as recent migrants, former refugees and international students. Immigration New Zealand is leading Welcoming Communities in collaboration with nine councils across five regions, the Office of Ethnic Communities, the Department of Internal Affairs and the Human Rights Commission. The programme

supports the Inclusion outcome of the government's New Zealand Migrant Settlement and Integration Strategy and the Participation outcome in the Refugee Resettlement Strategy. Where other settlement initiatives have focused primarily on newcomers, Welcoming Communities is unique in that it actively involves local residents in welcoming activities, thereby promoting positive interaction and links between members of the receiving community and newcomers. At the heart of the programme is the outcomes-based Welcoming Community Standard (the standard). The standard provides councils and communities with a benchmark which they can work towards to become accredited as a 'welcoming community'. The eight elements of the standard include equitable access, inclusive leadership, civic engagement and participation and welcoming public spaces. Each council will engage with their communities to develop and implement a range of initiatives in these areas as part of their individual welcoming plans. The programme is being implemented as a pilot with a parallel evaluation process. Based on its success, the programme may be rolled out to other regions in New Zealand from July 2019. The Welcoming Communities programme in New Zealand draws on and shares learnings across similar successful international welcoming initiatives operating in Australia, Canada and the United States of America.

Interculturalism as a Platform for Future Neighbourhood Harmony

Lynda Ford

Over the past 40 years, western countries have been impacted by increasing levels of immigration from non-European migrants who have contributed to the social and economic development of their new communities. Many migrants have inter-married, learnt the dominant language, started businesses and become employed. They have also contributed to the multi-layered complexity of most western nations now characterised by the cultural, language and faith diversity of local communities and nations. Taking this into account, are policies of multiculturalism and biculturalism enough to assure future social harmony or is a new policy and practice position of interculturalism required?

Mahi Tahī: Stronger Together as Peoples of Te Moana-nui-a-Kiwa?

Tania Pouwhare

The Southern Initiative is Auckland Council's social innovation 'think-and-do-tank', working with local social entrepreneurs and change-makers to unleash the abundant potential of South Auckland. Māori and Pasifika peoples make up 60 per cent of South Auckland's population whereas, separately, no single ethnic group has this level of population mass. So, it begs the question: what common good and transformative social, economic, environmental, cultural and political change might be possible for South Auckland if Māori and Pasifika peoples formed as a critical mass? Tania will discuss one of The Southern Initiative's strategies of building solidarity between Māori and Pasifika peoples and organisations based on the idea that we are more effective agents of *transformative* change when acting collectively. This has grown out of The Southern Initiative's grassroots work with Māori- and Pasifika-owned construction and infrastructure businesses, focus on cooperatives and its strategy of connecting Māori and Pasifika Trades Training learners back into their shared cultural history.

Living with 'Difference' – Conceptualising Urban Diversity

Dr Jessica Terruhn

Over recent years, researchers have become increasingly interested in examining how people are 'living with difference' (Valentine 2008) in urban contexts where 'bumping into alterity' (Massey 2005) is said to have become part of everyday life. Honing in on urban contact zones, this body of research examines how difference is negotiated in mundane fleeting and sustained encounters with fellow city dwellers. While the notions of contact and encounter have been heavily scrutinised with respect to their meaningfulness and their potential to transform social relations, 'difference' has escaped such close inspection. Yet, as I argue in this presentation, it is worth stopping to consider what kinds of difference are to be negotiated. Despite the meteoric rise of 'super-diversity' as a concept to describe

the diversification of diversity, public, academic, and policy discourses too often remain wedded to the assumption that 'culture' (predominantly ethnicity, coupled with religion and language) is the most important marker of difference and diversity. I consider the implications of such narrow framing of difference with respect to denying the heterogeneity of city dwellers (whether migrants or non-migrants) and with respect to what kinds of diversity are seen as desirable and what exclusions may arise from this.

Part 5

He Ara Rau – The Many Pathways

Young People of Aotearoa Talk about Identities and Aspirations – A Panel Discussion

Panellists: Asena Tolungamaka, Gabriella Brayne, Lincoln Dam, Rez Gardi

The te reo Māori phrase 'he ara rau' refers to the many pathways that can be travelled in life; the myriad ways of moving and being along those paths; and the many destinations it is possible to reach along the way. This session title captures the panel's desire to move beyond notions of migration, arrival, integration and social cohesion and focus instead on the complexities of identity and aspiration for young people in 21st century Aotearoa. In this panel, we examine these ideas through the lens of three fundamental questions: Where do we come from? What are we doing? And where are we going?

Migration and Settler Colonialism: Communities, Relations, Potentialities – A Panel Discussion

Panellists: Aaryn Niuapu, Arama Rata, Faisal Al-Asaad, Julie Zhu

Racial and cultural politics surrounding migration play out in specific ways in settler colonial contexts. This panel brings together community activists/artists/intellectuals working at the flaxroots in the space of migrant-Indigenous relations. Panellists will contextualise migration in settler colonial Aotearoa, and explore how migration is situated within discourses on diversity and inclusion, as well as national and Indigenous sovereignty. Insights into the decolonisation work already happening within ethnic communities will be presented, including those focused on relationship building, and participatory approaches that subvert the colonial gaze.

Presenters, Panellists and Chairs

Mary Adams

Mary Adams is a principal analyst in MBIE's Research and Evaluation Team. She has worked as a researcher for the last 20 years, working mostly in areas including Immigration, the Labour Market and Occupational, Safety and Health. Recent projects have included an evaluation of Labour Market programmes established to help with the Canterbury Rebuild, and ongoing research on the investment behaviour of migrants who have come through New Zealand's business migration policies. Mary currently oversees MBIE's migration research and evaluation work programme.

Faisal Al-Asaad

Racial Equity Aotearoa

Faisal is an Iraq-born migrant based in Tāmaki Makaurau and whose work and research involves the Arab and Muslim communities of Aotearoa.

Lars Brabyn

Dr Lars Brabyn is a senior lecturer in the Geography and Environmental Programmes at the University of Waikato. He principally teaches Geographical Information System and has an interest in data visualisation, modelling net migration in New Zealand, and population accessibility to essential services such as hospitals, education facilities, and airports.

Gabriella Brayne

Recently graduated from high school, Gabriella is entering her first year as a BA / LLB student at the University of Auckland. Outside of her studies, she coordinates Auckland Young Feminists – an intersectional feminist society that supports a network of young activists. She is also involved in various projects with TEDxAuckland, The Workshop Auckland, Generation Zero and Live For Tomorrow.

Trudie Cain

Trudie Cain is a sociologist at Massey University where she teaches courses on identity and belonging in Aotearoa New Zealand. After completing her PhD at Massey, she worked as Research Manager of two MBIE-funded programmes of research: The Integration of Immigrants Programme, and later, Nga Tangata Oho Mairangi. She also spent two years working as a Social Researcher at Auckland Council's Research and Evaluation Unit (RIMU) before returning to Massey University. Her research interests include gendered, sized and migrant identities; qualitative research methodologies and ethics; and the materiality of everyday lives.

Michael Cameron

Michael Cameron is an Associate Professor in economics, and a research fellow in the National Institute of Demographic and Economic Analysis (NIDEA) at the University of Waikato. His research interests include population, health and development issues (including the social impacts of liquor outlet density, the economics of communicable diseases especially HIV/AIDS, health applications of non-market valuation, and health and development project monitoring and evaluation), population modelling and stochastic modelling, financial literacy and economics education.

Bev Cassidy-Mackenzie

Bev Cassidy-Mackenzie has been in the Chief Executive seat at Diversity Works New Zealand (formerly the Equal Employment Opportunities Trust) since 2012 following roles in marketing and relationship management across both private and public sector and a time running her own business. Past roles include marketing and consultancy for the Auckland Chamber of Commerce, Executive Director of the New Zealand Youth Mentoring Network, and Corporate Marketing Manager for New Zealand Trade & Enterprise.

Efeso Collins

Efeso Collins is of Samoan and Tokelauan descent. Raised in Otara, he is the youngest of six children. Efeso is married to Fia, they have a young daughter, and attend a church in south Auckland. Efeso is passionate about Pasifika people having a voice in New Zealand and has worked with young people for many years. He is currently Councillor of Manukau Ward. He is an outspoken social commentator and broadcaster, and is currently studying towards a doctorate in Indigenous Studies. He holds the Samoan alii matai title of Fa'anana from the village of Satufia, Satupaitea, Savaii.

Francis Collins

Francis L. Collins is currently Senior Lecturer and Rutherford Discovery Fellow at the University of Auckland and from July 2018 will be Professor and Director at the National Institute of Demographic and Economic Analysis at the University of Waikato. His research focuses on international migration and cities with a particular emphasis on the experiences, mobility patterns and governmental regulation of temporary migrants. Francis' current research explores 1) the lives of people on temporary work visas in New Zealand, 2) the migration of New Zealanders to Australia and 3) shifting approaches to migration policy in a context of increased temporariness and circulation. Francis is the author of *Global Asian City: migration, desire and the politics of encounter in 21st century Seoul* (Wiley-Blackwell RGS-IBG Book Series 2018), has published on migration and urban issues in a wide range of international journals and books and has appeared as a contributor and commentator on migration issues in New Zealand news media.

Brenda Crane

Brenda Crane is a Senior Research, Evaluation and Data Analyst at the Ministry of Business, Innovation and Employment. Her current migration policy related projects include evaluation of new visa categories, and changes to existing visa categories. Brenda previously worked at the Ministries of Justice and Social Development on projects covering a wide range of subjects including welfare reform, social housing and family violence. Prior to moving into evaluation, she spent several years at Statistics NZ involved with the Longitudinal Immigration Survey, the Survey of Family, Income and Employment, and the first General Social Survey 2008. She is a member of the Australia and New Zealand Evaluation Association (ANZEA).

Lincoln Dam MRSNZ

Lincoln is a New Zealand-born Thai-Chinese. He is currently a PhD candidate in Te Puna Wānanga / School of Māori and Indigenous Education at the University of Auckland, and is writing his thesis on the ethics and politics of biculturalism and multiculturalism in Aotearoa-New Zealand.

Aliya Danzeisen

Allyn "Aliya" Danzeisen is the lead coordinator of the Women's Organisation of the Waikato Muslim Association (WOWMA) and the Assistant National Coordinator of the Islamic Women's Council of New Zealand (IWCNZ). Aliya helped found WOWMA and developed its youth programme. That programme has been identified as "best practices" within New Zealand and internationally. Aliya has participated in five global summits relating to female leadership and countering violent extremism. Based on her work, Aliya was a finalist for the New Zealand Women of Influence Awards 2016. Aliya heads the

Spanish Department at Hillcrest High School and volunteers her time and services to WOWMA and IWCNZ. She has a B.A., a J.D., and a L.L.M. Aliya chose to leave a high-powered career in law in the USA to return to education and community work where she believes she can make her most effective contribution to Muslimah and society in general.

Susan Devoy

Appointed Race Relations Commissioner in 2013, Dame Susan Devoy has been a vocal advocate for raising New Zealand's annual refugee quota and urging politicians, decision makers and everyday Kiwis to treat people from ethnic minorities with respect, humanity and mana. In 2016 she launched New Zealand's first nationwide anti-racism digital campaign, That's Us (<http://www.thatsus.co.nz/>) followed by the award winning Give Nothing to Racism campaign (<https://givenothing.co.nz/>). A world squash champion for many years, Dame Susan is a former CEO of Sport Bay of Plenty and board member of many different community organisations and businesses.

Lynda Ford

Lynda has more than 20 years' experience in settling migrants and refugees into Australian communities. She is an intercultural practice expert appointed by the Council of Europe's Intercultural Cities Programme. She has created a regional intercultural settlement ecosystem for settling refugees in country areas. She is the convenor of DiverCities Network of Australasia, a network of local governments and intercultural practitioners and academics in the Australasian region. She is the CEO of Enterprising Partnerships and a Director of iGen Foundation, a charitable organisation that works to increase intercultural understanding and promotes youth entrepreneurship in the region. Lynda holds a Master of Arts (Criminology), a Bachelor of Social Science and a number of Diplomas in management and administration.

Rez Gardi

Rez was born in a refugee camp in Pakistan as her family escaped persecution in their homeland of Kurdistan. She resettled in New Zealand with her family in 1998. She was awarded the Young New Zealander of the Year 2017 for her services to human rights and was a Women of Influence Finalist 2017. She is a lawyer and advocate for human rights, gender equality, and refugee rights.

Natalie Jackson

Dr Natalie Jackson is Director of Natalie Jackson Demographics Ltd. She was previously Professor of Demography at Massey (2015-2017) and Waikato (2010-2014), and Foundation Director of the National Institute of Demographic and Economic Analysis (NIDEA).

Helen Jacobi

Rev Dr Helen Jacobi is an Anglican priest and is the vicar of St Matthew-in-the-City. Helen has a Doctor of Ministry in Preaching (Chicago), and degrees in theology, languages, and social work. St Matthew-in-the-City is committed to being in relationship with other faith communities and traditions and seeks to be a church which reflects the diversity of Auckland city. The focus of Helen's work has always been the engagement of the church in society, building relationships with community and business. Helen is also chair of the Touch Compass Dance Trust, NZ's only integrated contemporary dance company (employing dancers with disabilities and non-disabled dancers). Helen is married to Stephen Jacobi and has two adult daughters.

Tahu Kukutai

Professor Tahu Kukutai (Waikato, Ngāti Maniapoto, Te Aupōuri) specialises in Māori and Indigenous demographic research at the National Institute of Demographic and Economic Analysis. She has written extensively on issues of Māori population change, identity, and inequality and has worked on

a wide range of demographic projects for hapū, iwi and Māori communities. She currently leads a major project on global practises of ethnic counting and classification, and is part of a research team, funded by the Swedish Research Council, that is investigating the impacts of colonisation on Indigenous population health in Sweden, Australia and New Zealand. Tahu is Vice President of the Population Association of New Zealand and is on the management directorate of the Ageing Well National Science Challenge. She has degrees in history and demography from the University of Waikato and a PhD in sociology from Stanford University.

Paul Morris

Paul Morris is Professor of Religious Studies at Victoria University of Wellington where he holds the UNESCO Chair in Interreligious Understanding and Relations in New Zealand and the Pacific. His teaching and supervision include religion and diversity in New Zealand; religious change and religious and governance in the Pacific; contemporary religious thought; religion and encountering death; and, evil and salvation. He has published on religion in the Pacific; religion in New Zealand; Jewish religious thought, multiculturalism, interculturalism and religions; the academic teaching of religion; and religion and human rights. His current research includes a study of the historical and contemporary interrelationships between ethnicity and religion in New Zealand; and, an empirical project on religion and happiness in Aotearoa/NZ.

Aaryn Niuapu

Racial Equity Aotearoa

Aaryn Niuapu (Ngāti Whakaue, Taranaki, Nofoali'i and Leulumoega) is the co-founder of Racial Equity Aotearoa. In 2016 he presented 'Mana Manaaki – Moving Past Multiculturalism: An Indigenous Discourse on Racial Equity', at the Social Movements, Resistance and Social Change conference. Currently working as a Māori health clinician for the Waitemātā District Health Board, Aaryn is also completing his MA in Māori Development from AUT.

Robin Peace

Robin Peace is Associate Professor in Research and Evaluation - School of People, Environment and Planning, Massey University, programme coordinator for the Post Graduate Diploma in Evaluation and Director of eSocSci - engaged Social Science Hui Rangahau Tahī - a project aiming to connect social scientists across New Zealand research institutions in order to enhance the accessibility and useability of research for policy purposes.

Edwina Pio

Edwina Pio is New Zealand's first Professor of Diversity, a Fulbright alumna, recipient of a Duke of Edinburgh Fellowship and University Director of Diversity at the Auckland University of Technology. Her research interests encompass the intersections of work, ethnicity, indigenous studies, religion and pedagogy. A thought leader and widely published, she travels extensively to Europe, North America, Asia and Australia to share her research with diverse audiences in the academic, business and social sector. In 2008, her book *Sari: Indian women at work in New Zealand* was released by Sir John Key. In 2010, the Office of Ethnic Communities and the Human Rights Commission released her book *Longing & Belonging* at Te Papa Wellington on Race Relations Day. In 2014, the Race Relations Commissioner released her book *Work & Worship*. She is the Research Leader of the Immigration and Inclusion Group and Co-director of the Global Centre for Equality and Human Rights.

Tania Pouwhare

Tania Pouwhare (Ngāi Tūhoe) is a social intrapreneur in The Southern Initiative team at Auckland Council. Her role is to support and enable social and community innovation in South Auckland to tackle some of our tough socio-economic challenges, and to be a change maker inside a massive bureaucracy. She is leading the The Southern Initiative team's work on employment, skills and procurement. Before

moving to The Southern Initiative team three years ago, she held strategy roles within council. Prior to working at Auckland Council, Tania lived and worked in Dublin before settling in London for more than a decade, where she was Head of Policy at the Women's Resource Centre – the UK's leading umbrella organisation for the women's NGO sector and one of Britain's most admired charities. Before her move abroad, she worked for the National Collective of Independent Women's Refuges in a policy role. Tania has a MA in Women's Studies from the University of Auckland.

Arama Rata

MARRC (Migrant and Refugee Rights Campaign)

Dr Arama Rata (Taranaki, Ngāruahine, Ngāti Maniapoto) researches relationships between Māori and migrants at the University of Waikato, and is the Māori spokesperson for MARRC.

Fezeela Raza

Principal Advisor - Diversity and Inclusion, Auckland Council

Fezeela's career has focused on developing expertise in diversity and inclusion across many sectors including government, community, research, third sector and business. In her role as Principal Advisor for Auckland Council she leads the development of the workforce component of the Inclusive Auckland Framework. She also has significant experience in central government working with the Office of Ethnic Communities developing ethnic responsiveness strategic policy and best practice. She has also worked as Diversity Manager with Diversity Works NZ where she provided specialist advice to organisations on implementing D&I strategies and delivering unconscious bias training. She has a strong personal and professional commitment to diversity, equity and inclusion.

June Rout

June Rout is the project manager for the Welcoming Communities programme, based in the Settlement Unit of Immigration New Zealand at the Ministry of Business, Innovation and Employment. June has previously worked as a print journalist, a social worker and a trainer, including managing a job search skills courses for recently-arrived migrants at the North Perth Migrant Resource Centre in Western Australia. She also worked in Tonga as a teacher for Volunteer Services Abroad. More recently June has worked as a senior policy advisor and project manager for a number of New Zealand government ministries.

Rick Sahar

Rick Sahar was born in Detroit, Michigan to Holocaust survivor parents. Rick also lived in Israel for 11 years, before arriving in New Zealand in 1981. Rick worked in the recording industry for 12 years and is now in his 34th year as an award-winning entertainer. Rick's voluntary work has included chairing the Wellington branch of Friends of Tibet from 1992-1997 and serving as the regional coordinator for the Dalai Lama's visit to NZ in 1996. Rick is a board member on the Newtown Community and Cultural Centre Trust and on two Jewish community boards. In 2015 and again in 2017, Rick led groups of New Zealand high school teachers to Yad Vashem for a 3-week intensive seminar in teaching Holocaust studies on behalf of HCNZ. Rick is an HCNZ Board member and also involved in education and outreach programmes, delivering the testimony of his Parents' Holocaust survival, to high school students throughout New Zealand.

Paul Spoonley

Distinguished Professor Paul Spoonley is Pro Vice-Chancellor for the College of Humanities and Social Sciences, Massey University. He has been project leader for the MBIE-funded Integration of Immigrants Programme and Nga Tangata Oho Mairangi, which looked at the future shape (demographic, economic) of New Zealand and is now a lead researcher on the CaDDANZ research programme. He is the author or editor of 27 books on topics such as ethnic relations and identity, political extremism and employment.

Geoff Stone

Geoff Stone is an independent researcher and evaluator, and member of the newly formed Ripple Collective. He has designed and overseen community-based action-research projects, and undertaken a variety of government research and evaluation projects, across multiple sectors over the last 12 years. He is increasingly interested in exploring the nexus between evaluation and service, and systems design.

Alice Te Punga Sommerville

Alice Te Punga Somerville (Te Ātiawa) is Associate Professor at the University of Waikato, where she teaches Māori and Indigenous Studies, and researches Māori, Pacific, and Indigenous writing in English.

Jessica Terruhn

Dr Jessica Terruhn is Senior Research Officer on the CaDDANZ research programme. She has obtained an MA degree from Free University Berlin and a PhD in sociology from the University of Auckland. Her research interests span the sociology of race and ethnicity, with particular emphasis on settler colonialism and whiteness, as well as migration, multiculturalism and urban diversity.

Asena Tolungamaka

Asena was awarded a full academic scholarship to St. Cuthbert's College and then another full, all round scholarship to the University of Auckland. Last year, she helped established Navigators of Success - an organisation aimed at inspiring Pasifika and Māori people to achieve their dreams. She is in her last year of a Law and Arts conjoint degree and currently interns at Auckland Council.

Peter Wilson

Peter Wilson is a Principal Economist and Head of Auckland Business at the New Zealand Institute of Economic Research. He has spent over thirty years in government, the private sector and as a consultant applying the tools of economics to help people live the lives they value and have reason to value.

Julie Zhu

Asians Supporting Tino Rangatiratanga

Julie is a filmmaker, theatre producer and photographer born in Xi'an, China and raised in Auckland. She is highly passionate about using the power of art and storytelling to enable positive social change.