

ARAHIA HE ARA PATHWAYS 2019

(#ArahiaHeAraPathways2019)

Diversities of migration: racism,
difference and inequalities

19th – 20th November

Massey University, Albany, Auckland

Sir Neil Waters Lecture Theatres Building, SNW 300





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 new research findings and current and emerging policy issues for increasingly diverse communities. Presentations from eminent international and local speakers contribute to these conversations.

The 2019 Pathways conference builds on and extends this legacy by addressing the growing Diversities of Migration in Aotearoa/New Zealand. Recent migration trends are characterised by an increasing diversity of nationality, migrant status, occupation, region, gender, sexuality and identity. This demands a renewed emphasis on understanding the drivers and implications of different patterns of migration and settlement within Aotearoa/New Zealand's bi-cultural context.

Our 2019 title, *Arahia He Ara* translates to awakening, leading, guiding and influencing the arising of pathways – it speaks to the challenge of pathfinding. *Arahia He Ara Pathways 2019* conference speaks to these principles by highlighting the variety of pathways that migration is shaping contemporary Aotearoa while also seeking pathways to address the challenges of racism, settler colonialism and inequalities. Our aspiration is that together we can work as pathfinders, charting new directions for more inclusive societal futures.

Diversities of Migration confronts the fact of social and cultural difference as an ordinary part of society, alongside a need to prioritise treaty-based approaches to diversity and inclusion, problematise growing inequality and consider regional social and economic differences. Through this focus on the Diversities of Migration, *Arahia He Ara Pathways 2019* will provide a platform to present the latest insights from research and migrant communities on these matters.

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 and Auckland Council. We welcome you to Massey University's Auckland campus for 2019 and trust that you will gain new insights, new relationships, new possibilities and new pathways.

Acknowledgements

The organising committee for the 2019 Pathways Conference includes: Francis Collins, Renae Dixon, Mohana Mondal, Robin Peace, James Rhufus, Tuiloma Lina-Jodi Samu, Julie Taylor and Jessica Terruhn. We would particularly like to thank James Rhufus (Auckland Council), and Tuiloma Lina-Jodi Samu (Human Rights Commission) for their generous support and contribution.

Keynote Speakers

Melinda Webber



Melinda Webber is an Associate Professor in the Faculty of Education at the University of Auckland, a former director of the Starpath Project, and the current University of Auckland Director for the Atlantic Fellows for Social Equity programme. She is a former Fulbright/Ngā Pae o te Maramatanga Indigenous Scholar and the current recipient of both a 3-year Marsden Fast-Start Grant and a 5-year Rutherford Discovery Fellowship. Melinda has published widely on the nature of ethnic identity development, examining the ways race, ethnicity,

culture and identity impact the lives of young people – particularly Māori students.

Anjum Rahman



Anjum Rahman is a chartered accountant and the acting head of the Islamic Women's Council of New Zealand. She is a trustee of Shama (Hamilton Ethnic Women's Centre), which supports ethnic women and their families. She has worked in sexual violence prevention both as volunteer and on Government working groups. She is a trustee of Trust Waikato, a major funder. Her most recent project is the Inclusive Aotearoa Collective. Anjum is an active member of the Waikato Interfaith Council, and a trustee of Free FM. She is a member of the interfaith

choir, a public speaker and an op-ed writer. Her favourite activity, for reasons which should be evident, is sleeping.

Emily Beausoleil



Emily Beausoleil is a Lecturer of Politics at Victoria University of Wellington and Senior Editor of *Democratic Theory* journal. She currently holds a Marsden Fast-Start from the Royal Society of New Zealand, and is a Global Associate of the Sydney Democracy Network. As a political theorist, she explores the conditions, challenges, and creative possibilities for democratic engagement in diverse societies, with particular attention to the capacity for 'voice' and listening in conditions of inequality. Connecting affect, critical democratic, postcolonial, neuroscience, and performance scholarship, Beausoleil's work explores how we might realize democratic ideals of receptivity and responsiveness to social difference in concrete terms. Her work

has been published in *Political Theory*, *Contemporary Political Theory*, *Constellations*, *Conflict*

Resolution Quarterly, and *Ethics & Global Politics*, as well as various books. She has published extensively on various aspects of 'everyday multiculturalism' in Australia and Singapore.

Rachel Simon-Kumar



Rachel Simon-Kumar is Associate Professor, School of Population Health, at The University of Auckland. She is a social scientist with academic specialisations in Women's and Gender Studies, Development Studies, Politics and Public Policy. Aside from The University of Auckland, she has taught at the University of Waikato and Victoria University of Wellington. Her research covers topics in reproductive health, diversity and inclusion, and violence in ethnic communities in New Zealand, and gender and development in India. Most recently, she published *Intersections of Inequality, Migration and Diversification: The Politics of Mobility in Aotearoa/New Zealand* (co-edited with F. Collins and

W. Friesen, Palgrave Macmillan, July 2019).

Shanthi Robertson



Shanthi Robertson is a sociologist and Senior Research Fellow in migration studies and globalization at the Institute for Culture and Society at Western Sydney University. Shanthi's research interests centre on migration, mobility, transnationalism, citizenship, youth and urban space, particularly the social, cultural and political consequences of contemporary migration in the Asia-Pacific. She has recently completed an Australian Research Council (ARC) fellowship on temporality, mobility and Asian temporary migrants to Australia and is currently Chief Investigator on a five-year collaborative ARC Discovery Project on the economic, social and civic outcomes of transnational youth mobility for young people moving into and out of Australia for work, leisure and study. Her most recent publications appear in *Geoforum*, *Current Sociology*,

Journal of Ethnic and Migration Studies, and *Journal of Youth Studies*. Her first book, *Transnational Student-Migrants and the State: The Education-Migration Nexus* was published by Palgrave Macmillan in 2013.

TUESDAY 19TH NOVEMBER

Registration and Welcome

8.30 – 9.00	Registration
9.00 – 9.40	Mihi Whakatau
9.40 – 10.10	<i>Morning Tea</i>
10.10 – 10.15	Welcome Paul Spoonley
10.15 – 10.30	Opening Address Hon. Iain Lees-Galloway, Minister of Immigration

PART ONE Racism and Settler Colonialism

10.30 – 11.30	Keynote Speaker More than “brown window dressing”: amplifying Indigenous knowledges, perspectives and peoples <i>Melinda Webber</i> Chair: Natalie Jackson
11.30 – 12.30	Presentations “Racist and discriminatory”: the rise and fall of the ‘family-link’ refugee policy <i>Guled Mire</i> A lonely islander in a settler colonial sea: writing cultural commentary in New Zealand <i>Lana Lopesi</i> Yellow perils, diversity mascots and honorary whites: East Asians in the white settler state <i>Tze Ming Mok</i> Chair: Arama Rata
12.30 – 1.15	<i>Lunch</i>
1.15 – 2.15	Panel Discussion Panellists: <ul style="list-style-type: none">• <i>Arama Rata</i>• <i>Vanushi Walters</i>• <i>Meng Foon</i>• <i>Toeolesulusulu Damon Salesa</i> Chair: Tuiloma Lina-Jodi Vaine Samu

PART TWO Listening as Ethical and Political Practice	
2.15 – 3.15	<p>Keynote Speaker 1</p> <p>They would not listen, are they listening now?</p> <p><i>Anjum Rahman</i></p> <p>Chair: Paul Spoonley</p>
3.15 – 3.45	<i>Afternoon Tea</i>
3.45 – 4.45	<p>Keynote Speaker 2</p> <p>Listening is a martial art: new strategies for transformation in the face of structural injustice</p> <p><i>Emily Beausoleil</i></p> <p>Chair: Geoff Stone</p>
4.45 – 5.45	<p>Panel Discussion</p> <p>Panellists:</p> <ul style="list-style-type: none"> • <i>Kat Poi</i> • <i>Camille Nakhid</i> • <i>Pax Assadi</i> <p>Chair: Fezeela Raza</p>
5.45 – 6.45	<i>Reception</i>

WEDNESDAY 20th NOVEMBER

8.30 – 9.00	Registration
PART THREE The Diversity Frame	
9.00 – 10.00	Keynote Speaker Diversity and the social contract in New Zealand: revisiting the politics of recognition <i>Rachel Simon-Kumar</i> Chair: Tahu Kukutai
10.00 – 10.30	<i>Morning Tea</i>
10.30 – 11.45	Concurrent session 1: New tools for thinking differently about diversity (Location: SNW200) Making diversity data accessible <i>Natalie Jackson & Lars Brabyn</i> Māori heterogeneity in regional Aotearoa New Zealand <i>John Ryks</i> New tools for projecting and understanding future diversity <i>Michael Cameron</i> Dialogues with diversity: working in organisations to understand constraints and opportunities <i>Geoff Stone & Robin Peace</i> Chair: Deborah James
10.30 – 11.45	Concurrent session 2: Diversity in communities (Location: SNW300) Commuting to diversity <i>Dave Maré & Jacques Poot</i> Reciprocal expressions of care: older adults' negotiation of community <i>Trudie Cain</i> A community-based response to diversity <i>Nicola Sutton</i> Diversity's impact on ethnic community development – A case study of CNSST Foundation <i>Jenny Wang & Gloria Gao</i> Chair: Jessica Terruhn

11.50 – 12.50	<p>Presentations</p> <p>Blurred in translation: personal and professional positionalities and their influence on health-related diversity policy translations <i>Sandy Lee</i></p> <p>‘Performing rage’: undermining diversity recognition in Aotearoa by defending free speech, hate speech and bigotry <i>Paul Spoonley</i></p> <p>Beyond the ‘diversity dividend’: valuing inclusion in an explicitly ethical framework <i>Aidan MacLeod</i></p> <p>Chair: Trudie Cain</p>
12.50 – 1.45	<i>Lunch</i>
<p>PART FOUR</p> <p>Discrimination and Inequalities</p>	
1.45 – 2.45	<p>Keynote Speaker</p> <p>Staggered pathways: the temporalities of work and career for young Asian migrants in Australia <i>Shanthi Robertson</i></p> <p>Chair: Francis Collins</p>
2.45 – 4.00	<p>Presentations</p> <p>Citizenship, cultural identity and Indigenous political participation in Aotearoa New Zealand <i>Tahu Kukutai & Mandy Yap</i></p> <p>Deconstructing the big brown tails / tales: Pasifika in Aotearoa <i>Karlo Mila</i></p> <p>Making space for justice and equality in visions of neighbourhood renewal <i>Jessica Terruhn</i></p> <p>Migrant exploitation in Aotearoa/New Zealand <i>Francis Collins & Christina Stringer</i></p> <p>Chair: Robin Peace</p>
4.00 – 4.20	<i>Afternoon Tea</i>
4.20 – 5.20	<p>Panel discussion</p> <p>Panellists:</p> <ul style="list-style-type: none"> • <i>Rochana Sheward</i> • <i>Dennis Maga</i> • <i>Saunoamaali’i Karanina Sumeo</i>

	Chair: Yara Jarallah
5.20 – 5.30	Closing remarks Francis Collins

ABSTRACTS

PART ONE Racism and Settler Colonialism

Keynote Address

More than “brown window dressing”: amplifying Indigenous knowledges, perspectives and peoples

Melinda Webber

How might we transform the processes, content and outcomes of education to more effectively meet the academic and socio-cultural aspirations of Māori?

A common problematic is our tendency to develop ‘silver-bullet’ interventions that only change the shape of our colonized experience or perpetrate it in new ways. We must move beyond “brown window dressing” - to more transforming processes that challenge institutions to reconsider what counts as useful, important and valid knowledge. We need powerful counter-narratives to the representations of Māori that students and staff are familiar with. We need institutionally coherent, sustainable and transformative approaches that amplify Māori ways of “knowing, being and doing”. Māori have already told us what would positively transform the educational experience for them – the real question is whether we are courageous enough to make the changes required.

Presentations

“Racist and discriminatory”: The rise and fall of the ‘family-link’ refugee policy

Guled Mire

In 2009, the National Government undertook significant tweaks to refugee policy settings. The changes included the introduction of a three-year planning and implementation stage for selecting who would arrive under the refugee quota, as well as a greater overall focus on the Asia-Pacific region. It also led to the implementation of the controversial “family link” rule, which required any refugee coming from the Middle East or Africa to have an existing family connection in New Zealand. The policy has seen New Zealand fail to meet its refugee targets for Africa (14 percent) and the Middle East (14 percent) for the past decade. An analysis of documents released under the Official Information Act found that “broad security concerns” were among the reasons for the introduction of the policy. Community advocates and human rights organisations labelled it “racist and discriminatory”, and launched a highly publicised public campaign calling for its removal. This presentation outlines changes to the regional composition of the refugee quota programme, the stated rationale behind them, and the effect of these changes. It will also provide an overview of how the campaign to end the ‘family-link’ rule unfolded and the factors that led to its removal.

A lonely islander in a settler colonial sea: writing cultural commentary in New Zealand

Lana Lopesi

There is an idea that anyone can watch the news, read a paper or listen to the radio, that anybody can have a say if they so choose in Aotearoa. But a quick survey of our mainstream media outlets reveals that this is not the case in practice. The hierarchies within our public discussions, filtered through these outlets, reflect the colonial settler governance system that exists in Aotearoa and prioritises a Pākehā worldview, with everyone else scrambling to be included. The idea of engaged debate within

a democratic society will remain just that – an idea – if large groups of people are missing from the discussion.

In this presentation, Lana Lopesi draws on her personal experiences of being one of a small handful of Pacific cultural commentators in Aotearoa. From this perspective, this presentation asks how is it possible to fully grasp the reach and depths of any societal issue without understanding how and why it impacts different kinds of people, if only a few people are involved in the conversation? And for groups that are rarely featured within our public conversations, the big question is ‘Where do we fit within the royal “we” of the public sphere of Aotearoa?’

Yellow perils, diversity mascots and honorary whites: East Asians in the white settler state

Tze Ming Mok

Racial tropes assigned to East Asians in Aotearoa are in a kind of conversation with each other about threat, foreignness and assimilation. The original 19th century idea of the rapacious, invading ‘Yellow Peril’ can be read as a projection of the role of white colonizers themselves, as if “[white people are looking in a mirror, but do not like what they see](#)” (Mok, 2019). East Asian community responses to this trope have often (though not always) promoted assimilationist ‘model minority’ norms, rather than challenging structural inequalities or decolonising notions of multiculturalism in partnership with tangata whenua or other minority groups. As if as a reward, contemporary tropes deploy the East Asian subject as the ‘acceptable face’ of diversity and multiculturalism – specifically above populations racialised as more threatening. Mok suggests that this position is reproduced via aspirational proximity to Whiteness that makes claims to diversity, but with Māori and Pacific people specifically absent. This could be explored through more fine-grained ethnic analysis of residential patterns, in order to revise assumptions about geographic ‘diversity’ indices, and what kind of ethnic ‘diversity’ – or segregation – is meaningful in Aotearoa.

Panel Discussion

- *Arama Rata*
- *Vanushi Walters*
- *Meng Foon*
- *Toeolesulusulu Damon Salesa*

PART TWO

Listening as Ethical and Political Practice

Keynote Address 1

They would not listen, are they listening now?

Anjum Rahman

New Zealand has a colonial history, with structures and institutions of Government and power modelled on the Westminster system. This system, while often speaking the language of diversity, actually lacks diversity both in design and in [the people occupying senior positions](#). The result is that needs of diverse communities are neither well understood nor responded to in ways that are effective. This presentation covers a case study of one organisation’s interaction with Government, and the consequences of a system unable to adapt to diverse needs. It then presents a new initiative, the Inclusive Aotearoa Collective, which seeks to develop a national strategy on diversity and inclusion

and implement it through the [Constellation Model](#), a structure for bringing diverse communities together to work on common goals.

Keynote Address 2

Listening is a martial art: new strategies for transformation in the face of structural injustice

Emily Beausoleil

Behind every call to include currently marginalised voices is the demand to learn to listen, yet democratic theory's traditional focus on 'voice'—and a conception of political voice largely restricted to the narrow terms of rational deliberation—has meant that the inverse and essential question of *how people come to listen* has only recently been asked in earnest. Scholarship on the physiological and political dimensions of listening reveal that the capacity to listen cannot be taken for granted, particularly to claims that are unfamiliar or challenging to mainstream society. When inattention, misunderstanding, and reactivity are all too easy for those in positions of social advantage, what enables those rare encounters that disrupt our usual defenses and denials? This paper draws on interdisciplinary expertise from practitioners in therapy, education, performance and conflict mediation—four fields that enable listening to challenging claims yet are currently written out of political theorizing—to offer key insights regarding how to foster the conditions for listening to what is challenging to hear. Each of these runs counter to the logic of activist politics that works to exert pressure on decision-makers through direct challenge, quick action, and clear messaging. Yet each point of difference holds potential for civic interventions that seek to open closures and soften resistances to claims of structural injustice among socially advantaged groups.

Panel Discussion

- *Kat Poi*
- *Camille Nakhid*
- *Pax Assadi*

PART THREE **The Diversity Frame**

Keynote Address

Diversity and the social contract in New Zealand: revisiting the politics of recognition

Rachel Simon-Kumar

The politics of recognition refers to the claims for justice arising from concerns of marginalisation based on identity, representation and difference, and underpins multicultural and diversity strategies in many multi-ethnic societies, including New Zealand. On the face of it, recognition implicitly signals an equalising social contract between ethnic minority groups and the state; a contract that embraces the strengths of difference, and repudiates mis-recognition, especially in the form of discrimination and racism. The reality, however, is far more complicated, especially in New Zealand's culturally heterogeneous and stratified society. With recognition comes unresolved foundational questions about identity and difference: who, and what conditions, count as marginal? How does the changing social contract for one social diverse group impact on another? In this talk, I deconstruct the assumptions underpinning the social contract of diversity in New Zealand. I point out that while there

are merits in recognising difference, the prevailing discourses of identity create cultural hierarchies and barriers that stymie the possibilities for an equitable visioning of a diverse society.

Presentations

Concurrent session 1: New tools for thinking differently about diversity

Making diversity data accessible

Natalie Jackson & Lars Brabyn

Much academic research is carried out with minimal detailed thought as to its eventual communication (the section on 'research dissemination' is often challenged by reviewers). The [online] *New Zealand Atlas of Population Change* is focused on communicating geo-coded research by way of mapping, and supporting the maps with the underlying research. The *Atlas* thus differs from the thematic mapping of raw data by Statistics New Zealand and other organisations, which do not incorporate related research; it also has the potential to become an enduring resource. In this paper we update progress on the *Atlas*.

Māori heterogeneity in regional Aotearoa New Zealand

John Ryks

This paper explores the heterogeneity of the Māori population across regional Aotearoa New Zealand. It reflects on the impacts of the rural-urban migration on Māori over time and through the use of iwi census data and spatial analysis, maps the distribution of mana whenua and mātāwaka populations. It then explores the association between the spatial distribution of mana whenua, and Māori land and marae. The results of the research inform a discussion about the rights and interests of Māori in regional development at a time when many regional settlements are isolated and unsupported, or are being enveloped by the rapid growth of major urban areas. Understanding the heterogeneity of Māori in regional Aotearoa New Zealand is both an under-researched topic and an often-ignored issue in local government planning, where a homogenous Māori population is often assumed.

New tools for projecting and understanding future diversity

Michael Cameron

New Zealand is already incredibly ethnically diverse, and diversity is projected to increase, both nationally and across the regions. In this presentation, I discuss new tools that can help us to project the size and distribution of ethnic populations in the future. These new tools overcome some of the limitations of current population projection methods for small groups, allowing us to develop a more nuanced understanding of future diversity for New Zealand, and its regions. Moreover, these tools also allow us to recognise the uncertainty in projections of future populations. However, and perhaps somewhat surprisingly, despite a high level of uncertainty in future projections of each ethnic population, the level of uncertainty in future diversity is much less.

Dialogues with diversity: working in organisations to understand constraints and opportunities

Geoff Stone & Robin Peace

The CaDDANZ work programme has included three institutional evaluations that have explored how organisations are responding to diversity and building their capability and capacity in relation to more diverse clients and stakeholders. Many aspects of organisational practices are tacit and taken-for-granted, yet have significant impacts on how institutions respond to ethnic people and communities.

The presentation will briefly canvas the methods used to better understand both tacit and explicit institutional influences and constraints across three types of organisation. A comparison between not-for-profit and government agency work with ethnic communities points to significant operational and organisational constraints in government and greater opportunities to release latent potential in the more flexible and responsive approaches of not-for-profits. Furthermore, NGOs want to engage government differently to reduce risk and maximise positive impact.

Concurrent session 2: Diversity in communities

Commuting to diversity

Dave Mare & Jacques Poot

Does commuting increase workers' exposure to difference and diversity? The impacts of diversity are likely to be less if interactions between different groups are limited by spatial separation. Studies of spatial sociodemographic diversity generally measure the diversity of local areas based on who lives in them. We examine exposure to local cultural diversity based on where people work as well as where they live. Our measure of cultural diversity is based on country of birth, with ethnicity breakdowns for the New Zealand (NZ) born. The study focuses on diversity and commuting patterns within Auckland, using 2013 census microdata, and using local diversity measures calculated for each census area unit. We find that commuters who self-identify as NZ-born Europeans and residents born in England (together accounting for close to half of all commuters) are, of all cultural groups, the least exposed to diversity in the neighbourhoods where they live. Overall, commuting to the workplace raises exposure to cultural diversity, and to the greatest extent for these two groups.

Reciprocal expressions of care: older adults' negotiation of community

Trudie Cain

Over recent decades, globalisation has led to ever greater human mobility and greater ethnic, religious, linguistic, social and lifestyle diversity in many cities, including Tāmaki Makaurau. These increasingly complex layers and forms of diversity and difference raise questions about how we might live alongside one another, especially in population-dense neighbourhoods that are simultaneously undergoing rapid infrastructure change. Although there is a growing corpus of local and international scholarship that investigates the question of how to 'live with difference' in 'super-diverse' locations (Vertovec, 2007), there is surprisingly little that focuses specifically on older adults (aged 65 and older). This paper draws on an ethnographically-inspired research project with both migrant and non-migrant residents of a multiply diverse Tāmaki Makaurau suburb. It examines the complex and multi-faceted expressions of care, hope and desire that are enacted by older adult residents and considers the extent to which such practices produce social poesis.

A community-based response to diversity

Nicola Sutton

Determining who can access English language services is an ongoing challenge for English Language Partners New Zealand. This session explores the constraints of access, particularly in relation to residency status, and our response to them. I then provide insight into the characteristics of the individuals we work with and how these are recognised and responded to within a coherent outcomes framework that leads to a vision of 'former refugees and migrants participating successfully in all aspects of life in Aotearoa'.

English Language Partners New Zealand is a national community-based provider delivering English language programmes enabling effective settlement. In 2018, we worked with 7,200 former refugees

and migrants from 150 different ethnic groups. Our nationwide programmes are delivered in community classes, workplaces, and in learners' homes.

Diversity's impact on Asian community development – A case study of CNSST Foundation

Jenny Wang & Gloria Gao

In the past 20 years, CNSST has been committed to the ethnic community development work, making efforts on shaping and improving the quality of immigrants' life in Auckland. During the journey of ethnic community development, there have been multiple needs identified through community-based research, frontline work experience and public consultations across sectors. Responsively, the evidence-based community initiatives have been established as an effective approach to meet the needs and sustain the positive community changes. CNSST Foundation, formerly known as Chinese New Settlers Service Trust, has been a legendary successful case of Asian community development in Auckland, from its Founder Jenny Wang's home garage to a medium-sized NGO in NZ, with around 50 FTE in the past 20 years.

The case study of CNSST Foundation will focus on the Milestone of CNSST - CNSST Kotuku House (the senior social housing project) to showcase the ethnic community development journey:

- 1) Stage One: Getting approved by NZ government as a recognised professional provider (needs assessment, system building, capability building, government approval, reputation and recognition)
- 2) Stage Two: Giving feedback on the government system review from a professional and critical perspective (policies, resources allocation, niche needs and cultural responsiveness)
- 3) Stage Three: Community Planning for future Auckland Ethnic Community Development alongside the diversity and ageing population ("Integration and Cohesion", social justice and social equity, genuine equal acceptance, consideration and respect for ALL, development and prosperity out of world cohesion and world peace)

Presentations

Blurred in translation: intersectional subjectivities and their impact on diversity related policy translations in a DHB

Sandy Lee

Health inequities and uneven access to healthcare among the increasingly diverse population in Aotearoa/New Zealand have prompted responses in the healthcare system. Diversity policies and programmes have been developed in some District Health Boards (DHB) to address these issues. Policy translation is however a convoluted process due to subjective interests and power differentials and thus the outcomes of policies may deviate from their original objectives. In this paper, I examine the ways in which diversity related policies and programmes in one DHB are strategized at the level of management compared to their implementation by staff in hospital settings. In high-level institutional thinking, Māori health initiatives are dictated by equity and rights imperatives which set them apart from the "competence" focus of programmes for culturally and linguistically diverse (CALD) groups. Drawing on interviews with clinical staff in the DHB, I reveal how a range of intersecting subject positions including personal histories and institutional roles influence the interpretation and enactment of these policies and programmes in ways that blur their distinct agendas. The politics that undergirds Māori health policy as well as the meaningful inclusion promised in diversity initiatives are thus compromised in everyday practice on the hospital floor.

'Performing rage': undermining diversity recognition in Aotearoa by defending free speech, hate speech and bigotry

Paul Spoonley

Reni Eldo-Lodge has described the way in which bigotry has not only been given a moral and political equivalence in traditional and new online public commons, but the personalisation and provocation of debate has enabled a populist rage at diversity, or “performing rage”. Nesrine Malik continues this theme by arguing that a “crisis in free speech” has been manufactured to maintain a permissive environment for those who would seek to oppose, undermine and attack pro-diversity or pro-immigration – “most online abuse goes unpunished ... and yet it is conventional wisdom [in some quarters] that free speech is under assault”. The debate in New Zealand in 2018 about the rights of far-right bloggers and activists, Stefan Molyneux and Lauren Southern highlighted the confused and naïve public understanding of how white supremacist and ultra-nationalist positions operate. And how destructive they are. This presentation highlights some of the implications of these debates, the internationalisation of populism and extremism and the possibilities provided by online platforms, at the cost of diversity recognition.

Beyond the 'diversity dividend': valuing inclusion in an explicitly ethical framework

Aidan MacLeod

Much of the current discourse on ethnic diversity is focused on the material benefits that ethnic diversity might have for existing New Zealand citizens or institutions. This tendency is reflected in the idea of a ‘diversity dividend’: a suite of potential benefits that can be realised by incorporating ethnic minorities into various aspects of social and economic life. This presentation first considers the assumptions underlying the concept of the ‘diversity dividend’, and the strengths and limitations of this concept for promoting inclusion of ethnic minorities in New Zealand society. Second, it considers how framing inclusion in terms of equity can help us confront the issue of institutional racism. Finally, it considers the oneness of humanity as a principle that can foreground the underlying coherence between research on the diversity dividend and equity-based efforts to dismantle institutional racism. In these terms, the diversity dividend, equity and oneness appear to be complementary ways of framing the value of including ethnic minorities in society.

PART FOUR **Discrimination and Inequalities**

Keynote Address

Staggered pathways: the temporalities of work and career for young Asian migrants in Australia

Shanthi Robertson

For many of the young and middleclass in Asia, studying and working internationally, particularly in the Anglophone West, is assumed to engender possibilities to craft global lifestyles and global careers. This paper unveils the complex social realities and inequalities that emerge from such aspirations through the lens of temporality. It focuses on how transnational mobility reshapes lived experiences of time for young and ‘middling’ Asian migrants who arrive in Australia on temporary visas and who are seeking educational and career opportunities as well as pathways to permanent visas. Drawing on narrative interviews and visual ethnographic material, I focus on how the temporalities of working lives for young and middling migrants are shaped in complex ways by their mobilities, whether in terms of how the rhythms of working days and weeks become structured, or in terms of how migrants understand the development of their careers across their pasts, presents and imagined futures. I outline how the overall time-regime of Australia migration policy works to structure middling migrants’

temporal experiences of work and career and describe how these experiences emerge through overlapping lived temporal logics of synchronicity, chronology and tempo. I argue that working lives and career aspirations for these middling migrants come to float in-between mobility's precarities and risks and its flexibilities and possibilities.

Presentations

Citizenship, cultural identity and Indigenous political participation in Aotearoa New Zealand

Tahu Kukutai & Mandy Yap

Studies of Indigenous voting behaviour have tended to focus narrowly on participation in national politics with a fixation on representation, low voter turnout and actions to remedy it. However, as the UNDRIP recognises, the expression of Indigenous peoples' citizenship extends beyond national politics to include political participation in Indigenous nations and community affairs. Focusing on Aotearoa NZ, we use data from the 2013 Māori Social Survey Te Kupenga to examine Māori voting patterns in iwi, local government and central government elections. We ask two questions: 1) How is voting in one context associated with voting in other contexts?; 2) How is cultural identity associated with propensity to vote, net of education and demographic factors? We find positive associations between Māori voting in local and general elections, and between local and iwi elections. Voting in iwi and general elections is also related, but only for those on the Māori roll. Cultural identity and speaking te reo Māori is positively related to all forms of voting, but is most salient in iwi elections. Our findings suggest that Māori political participation in different spheres is mutually reinforcing rather than opposing, and that cultural identity promotes more active expressions of citizenship, in both mainstream and tribal politics.

Migrant exploitation in Aotearoa/New Zealand

Francis Collins & Christina Stringer

Over recent years a growing number of cases of workplace exploitation of temporary migrants have become public in Aotearoa/New Zealand, ranging from systematic cases of fraud, underpayment of wages and overwork through to outright slavery. As part of their coalition agreement, the current Government is committed to addressing temporary migrant exploitation in the workplace, including of international students, some of who are a particularly vulnerable population. In this presentation we outline the key findings from research that was undertaken on behalf of the government exploring the drivers, consequences and potential responses to the workplace exploitation of temporary migrants. These findings highlight the significance of immigration settings, business models, exclusion from the mainstream labour market and weaknesses in information provision and enforcement. We conclude by summarising the key recommendations that emerge from different stakeholder groups who participated in the research.

Making space for justice and equality in visions of neighbourhood renewal

Jessica Terruhn

Auckland is currently seeing a large number of urban development projects that form part of addressing the city's housing crisis. This presentation critically discusses the discursive role notions of equality and diversity play in the visions of such urban development projects with a focus on the Auckland neighbourhood of Northcote. The Northcote Development is exemplary of current large-scale developments in Auckland insofar as it takes place in a socio-economically deprived neighbourhood with a large area of land owned by Housing New Zealand. In the course of redevelopment, this land undergoes intensification as well as partial privatisation by offering a mix of affordable and market homes alongside public housing. Based on a qualitative content analysis of

planning documents, website content and community publications pertaining to the Northcote Development, this presentation argues that diversity is explicitly mobilised to justify state-led gentrification. This is particularly evident in discourses that frame a likely influx of higher-income earners in terms of greater socio-economic diversity that benefits all neighbourhood residents. In order to attract affluent homebuyers, undesirable 'low-value' diversity is eliminated whilst desirable diversity, especially as part of food culture, becomes an asset. All the while, notions of equality are conspicuously absent from visions for the neighbourhood. The discussion situates the findings in critical scholarship on the urban diversity dividend to argue that such discourses of socio-economic diversity ultimately benefit developers and gentrifiers while risking the direct and indirect displacement of low-income residents.

Deconstructing the big brown tails / tales: Pasifika in Aotearoa

Karlo Mila

Karlo will speak to the way in which the Pacific community has repeatedly been pathologized as a 'problem-population' in Aotearoa, New Zealand. She will outline a methodological strengths-based approach used in her PhD, to ensure that knowledge about Pacific peoples was not continually reproduced in a deficit manner. She will briefly introduce the notion of 'polycultural capital' as a way of understanding the complex challenges and advantages faced by the New Zealand-born Pasifika population. She will then speak to how Mana Moana explores, harnesses and celebrates - a rich diversity dividend available to Pacific peoples and New Zealand.

Based on five years of postdoctoral research, Mana Moana assembles a diasporic tool-box of indigenous Pacific language, proverb, narrative, image, metaphor, philosophy, and knowledge. It involves an exploration of Pacific worldviews, philosophical thought, and how we activate ancestral wisdom in contemporary lives. Mana Moana stands strong in the belief that when Pacific peoples have access to who we've always been – for millennia – we make better leaders. It is an intentional and conscious reclamation of who Pacific peoples are, and what our potential is when we are not afraid to show up as ourselves, individually and as a collective.

Panel Discussion

Panellists:

- *Rochana Sheward*
- *Dennis Maga*
- *Saunoamaali'i Karanina Sumeo*

Presenters, Panellists and Chairs

Pax Assadi

Pax is regarded as one of the most exciting young comedy acts in New Zealand by his peers & audiences alike. Beginning his comedy journey in 2012, he has since racked up an impressive array of award nominations for his performances on stage including the 2013 Billy T Award, 2015 NZCG Breakthrough Comedian of the year and Best Male Comedian of the year Awards and in 2016 was nominated for the prestigious Fred Dagg Award. Pax has also appeared on a number of local television shows including TV One's panel show Word Up, TV 3s 7 Days, Maori TV's Crack Up, the critically acclaimed Brown Eye and the 2016 NZ International Comedy Gala. Born and raised in New Zealand and the son of immigrant parents, Pax brings a unique perspective that resonates with people of every background. His hectic blend of personal stories and insightful observations will have you pondering life whilst simultaneously curled over with laughter.

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.

Trudie Cain

Trudie Cain is a Senior Lecturer in Sociology at Massey University where she teaches courses on consumer culture; and gender and sexuality. She has particular expertise in qualitative research methodologies and ethics and her research interests include: gendered, sized and migrant identities; identity and belonging in a local context; and the materiality of everyday lives.

Michael Cameron

Associate Professor Michael Cameron is an associate professor in economics. He is also a research fellow in the National Institute of Demographic and Economic Analysis (NIDEA). His current 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.

Francis L. Collins

Francis L. Collins is Professor of Geography and Director of the National Institute of Demographic and Economic Analysis at the University of Waikato. His research centres on international migration and includes projects exploring: international students and urban transformation, higher education and the globalisation of cities, labour migration, marginalisation and exploitation, time and youth migration, and aspirations and desires. Francis is the author of *Global Asian City: migration, desire and the politics of encounter in 21st century Seoul* (Wiley 2018) and co-editor of *Intersections of Inequality, Migration and Diversification* (Palgrave 2019) and *Aspiration, Desire and the Drivers of Migration* (Routledge 2019).

Meng Foon

Meng Foon has taken up the appointment of Race Relations Commissioner, after 24 years at the Gisborne District Council. Mr Foon was elected as a councillor in 1995 and in 2001 he was elected Mayor, a role he held for 18 years. He is one of a handful of people of Chinese descent to have become a mayor in New Zealand. He is fluent in English, Cantonese and Te Reo Māori. As of 2019, he is still the only mayor in New Zealand who is fluent in Te Reo. He is a member of a number of community

organisations including the Ngā Taonga a nā Tama Toa Trust, the New Zealand Chinese Association, Aotearoa Social Enterprise Trust and MY Gold Investments Ltd. He has released a musical number, Tu Mai, which includes various native tracks, he has been chair of Gisborne/Tarawhiti Rugby League since 2007, and is a member of the New Zealand Rugby League Board.

Mr Foon is responsible for leading the work of the Human Rights Commission in promoting positive race relations. Justice Minister Andrew Little said the following of Mr Foon's appointment - "He has an outstanding record as a relationship builder and walks comfortably in the pākehā world, the Māori world, the Chinese community and other communities making up New Zealand. Race relations is a priority area for the Human Rights Commission. We need to continue to break down barriers to racial and ethnic equality in New Zealand society. This is an exciting appointment to a role that presents enormous challenges but tremendous possibilities."

Gloria Gao

Gloria Yaping Gao is the Senior Manager, Social Services & Education of CNSST Foundation (formerly known as Chinese New Settlers Services Trust), one of the largest ethnic community organisations in NZ, providing social services, education and social housing for 15,000 people a year. She is a Candidate of Doctor of Social Work, Massey University, with 12-year experience in Ethnic and Migrant Community Development. She is also a COGS Manukau Committee Member of DIA since 2014.

CNSST has been committed to social and cultural cohesion of NZ. In terms of diversity-related development work, Gloria has been leading and initiating a variety of cross-cultural programmes and ethnic community development projects across Kiwi, Māori, Pacific and Asian cultures. Furthermore, in partnership with Auckland Council, Electoral Commission and Statistics NZ, CNSST has been committed to empower the Asian community in civic participation and extended engagement in social, economic and environmental contribution to NZ society.

Natalie Jackson

Dr Natalie Jackson is Director of Natalie Jackson Demographics Ltd. Previous roles include Professor of Demography and Director of the National Institute of Demographic and Economic Analysis (NIDEA) at the University of Waikato, and Adjunct Professor of Demography at Massey University.

Natalie has a PhD in Demography from the Australian National University, and Bachelor and Master degrees in Social Science from the University of Waikato. Her research focus over the past few decades has been regional population ageing, the subnational ending of population growth, and the consequences of these trends for all levels of government, the labour market, the welfare state, education and health care policy, housing, and business in general.

Deborah James

Deborah James is Head of Diversity and Inclusion at the Auckland Council. Deborah's career has allowed her to express her strong personal and professional commitment to diversity, equity and inclusion through roles in the NGO, community and public sectors.

She has overall responsibility for leading Auckland Council's Inclusive Auckland framework – a comprehensive approach to improving diversity and inclusion outcomes for Auckland Council staff and for Auckland's diverse communities.

Yara Jarallah

Yara Jarallah is Senior Lecturer at the National Institute of Demographic and Economic Analysis, University of Waikato. Her research considers the interplay between family processes (marriage and fertility), war and conflict, and health and wellbeing outcomes to understand social stratification and inequality. She uses demographic techniques of event history modelling (survival analysis), quantitative methods (from censuses, cross-sectional and longitudinal surveys), qualitative methods (from in-depth interviews and focus group discussions) and mixed methods in her research. Her work

is interdisciplinary and cuts across research in family sociology, demography and public health with a focus on populations in conflict and post conflict settings including forced migrants.

Tahu Kukutai

Tahu Kukutai (Ngāti Tiipa, Ngāti Kinohaku, Te Aupōuri) is Professor at the National Institute of Demographic and Economic Analysis, The University of Waikato. Tahu specialises in Māori and Indigenous demographic research and has written extensively on issues of Māori population change, Māori identity, official statistics and ethnic and racial classification. Tahu is a founding member of the Māori Data Sovereignty Network Te Mana Raraunga that advocates for Māori rights and interests in data in an increasingly open data environment.

Sandy Lee

Sandy Lee is a postdoctoral research fellow at the University of Auckland. She completed her PhD in human geography at the University of Melbourne in 2017 and has a specific research interest in issues related to ethno-cultural diversity and inequality in cities. She is particularly interested in exploring these issues within places of work where contemporary migration has contributed to superdiversity in these settings.

Lana Lopesi

Lana Lopesi is a freelance editor, critic and author of *False Divides* (2018). Lana's writing has featured in a number of magazines, journals and publications in print and online as well as in numerous artist and exhibition catalogues. Lana is a PhD Candidate at AUT and a researcher for the Vā Moana / Pacific Spaces research cluster. Lana also served as a judge for the Best Writing by a NZ Māori or Pacific Islander category for the Art Association of Australia and New Zealand awards (2018) and the Illustrated Non-Fiction Award for the Ockham NZ Book Awards (2020).

Aidan MacLeod

Aidan MacLeod serves the New Zealand Baha'i Office of Public Affairs. Over the last four years, Aidan has built on the Baha'i Community's experience organising the Race Unity Speech Awards – a national forum for high school students' views on race relations – to start directly contributing to the national discourse on race and ethnic diversity from a Baha'i perspective. In this work, Aidan draws on his training in anthropology and religious studies (Victoria University), and his professional experience as a policy advisor (Ministry for the Environment and MBIE). Aidan was born in Canada and now lives in Lower Hutt.

Dennis Maga

Dennis Maga, became the first New Zealander of Asian descent to lead a major trade union. He was born in the Philippines and is a well-known activist and union leader, helping lead campaigns to improve the lives of migrant workers and [end education trafficking](#). Maga was elected General Secretary in November 2017 and has commenced his first year at the helm of one of New Zealand's fastest-growing trade unions. FIRST Union represents more than 28,000 members across many of New Zealand's most well-known companies.

Maga believes in the concept of social movement unionism. "FIRST Union's dynamic organising work rooted in the worker's struggle is an important factor in living up to its basic task, which is to educate, organise and mobilise the workers."

"To advance the interest of workers, unions must broaden the base of membership and democratic participation. FIRST Union, for example, has the choice of forging or building alliances with like-minded grassroots organisations. This endeavour shares the organising models, concern with reaching out to

precarious and hitherto unorganised sections of the exploited labour force such as migrants, refugees and precarious workers; a new source of union strength.”

“The union movement is about struggle, and we’re going to continue that struggle,” said Maga.

Dave Maré

Dave has been a Senior Fellow at Motu Research since 2000. Dave gained his PhD in Economics at Harvard University in 1995, specialising in Labour Economics and Urban Economics. His current research interests include the economics of immigration, the economic performance of cities, and business productivity.

Karlo Mila

Dr Karlo Mila (MNZM) is of Tongan (Kolofo'ou, Ofu) and Palangi descent. She is the Director of the Mana Moana Experience at Leadership New Zealand. Mana Moana is based on her postdoctoral research. This involved developing a wellbeing intervention that vitalises indigenous Pacific knowledge and language in a contemporary context. She is also an award-winning poet. Karlo's PhD, career, research and poetry has consistently focused on the identity and wellbeing of New Zealand born Pacific peoples. She lives in Auckland with her three sons.

Guled Mire

Guled is a former refugee who is passionate about advancing and encouraging the social well-being, inclusion and development of New Zealand's ethnic and former refugee communities. Guled is a writer, speaker, senior policy advisor, young leader and community advocate. He is also the co-founder & CEO of [Third Culture Minds](#), and is recognised as one of New Zealand's most prominent young voices advocating for a more humane, inclusive and welcoming society. More recently, Guled led the campaign to abolish the discriminatory family link requirement from New Zealand's refugee policy.

Tze Ming Mok

Tze Ming Mok is a writer and social science researcher specialising in race, ethnicity, Asian communities, research methods and human rights. She is an Associate Investigator with Te Pūnaha Matatini, and Council member of the Population Association of New Zealand. In the 2000s her blog Yellow Peril was part of the Public Address website.

Camille Nakhid

Camille Nakhid is an Associate Professor in the School of Social Sciences and Public Policy, AUT. Her areas of research include student achievement, indigenous, migrant and refugee communities, and research methodologies. Her work focuses on the marginalized and, often, silenced or dismissed groups situated in Aotearoa/New Zealand. In 2018, Camille became a Member of the New Zealand Order of Merit for her services to ethnic communities, research and education.

Robin Peace

Associate Professor Robin Peace is based in the School of People, Environment and Planning at Massey University, Wellington.

Her research interests include the politics of social exclusion, social cohesion, social inclusion, identity and recognition and evaluation. She has been involved with a series of government funded migration research since 2005.

Kat Poi

Professionally grounded in Aotearoa New Zealand's education sector, Kat Poi (Tainui; Te Arawa; Tonga) describes herself as an academic at heart with an experienced leadership style that she has employed in both mainstream and Māori medium settings. Having recently moved from managing the education and training provision for the Department of Corrections Northern region, she now spends her time

working as an Equity Transformation consultant - Indigenous for the Courageous Conversation South Pacific Institute. Her research activities employ indigenous methodologies to better understand and transform the pervasiveness of whiteness in self and in others. She maintains a belief that the type of systemic and transformative leadership needed to facilitate equitable outcomes for indigenous people and people of colour must be activated at a deeply personal level.

Jacques Poot

Jacques Poot is Emeritus Professor of Population Economics at the University of Waikato and currently Visiting Professor at Vrije Universiteit Amsterdam, the Netherlands. He held previously academic positions at the University of Tsukuba in Japan and at Victoria University of Wellington, where he also obtained his PhD. Jacques is an Affiliate of Motu and received in 2013 New Zealand's leading prize in economics, the NZIER Economics Award. Jacques has had leadership roles in several large multi-institution research programmes, including on Capturing the Diversity Dividend of Aotearoa New Zealand (CaDDANZ); on the Economic Integration of Immigrants in New Zealand; on National and Regional Demographic Changes in New Zealand, and on Migrant Diversity and Regional Disparity in Europe.

Arama Rata

Dr Arama Rata belongs to Ngāruahine, Taranaki, and Ngāti Maniapoto. She is Senior Research Fellow at the National Institute of Demographic and Economic Analysis, University of Waikato, where she specialises in iwi connectedness, Māori voting, Māori-migrant relations, and attitudes to diversity and inclusion. She also undertakes commissioned work for iwi entities, Māori organisations, government policy agencies, and NGOs. Outside of academia, Arama is the Māori spokesperson for MARRC (Migrant and Refugee Rights Campaign), and a member of the steering group of New Zealand Alternative, an independent organisation promoting a progressive role for Aotearoa in the world.

Fezeela Raza

Fezeela Raza is the Principal Advisor of Diversity and Inclusion at 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 has significant experience in central government working with the Office of Ethnic Communities developing ethnic responsiveness strategic policy and best practice. She has a strong personal and professional commitment to diversity, equity and inclusion.

James Roque

James Roque is a comedian, writer and director. He has been a regular on the kiwi comedy circuit since 2010, and has featured in multiple shows at the NZ International Comedy Festival. In 2019, he debuted his show *Boy Mestizo* which was a finalist for the Fred Dagg award for Best Show of the Festival. *Boy Mestizo* takes aim at the colonial thinking that grips Filipino diaspora all over the world through the lens of stand-up comedy.

He is also a writer for TV and has had feature roles on *Jono and Ben*, *7 Days*, *Have You Been Paying Attention?* and *Only in Aotearoa*. He is also one third of popular sketch group *Frickin Dangerous Bro* and is a co-founder of *Proudly Asian Theatre* – a theatre company formed to empower young Asian artists in NZ theatre.

John Ryks

Dr John Ryks is a Senior Research Fellow within the National Institute of Demographic and Economic Analysis (NIDEA) at the University of Waikato, New Zealand. He completed a PhD in Human Geography in 2002. He has held senior research positions with the Ministry of Social Development and Te Puni

Kōkiri (the Ministry of Māori Development), led his own research consultancy, and was Director of NIDEA from 2014-2016.

Toeolesulusulu Damon Salesa

Damon Salesa is a scholar of Pacific politics, history, technology, culture and society. He is a prizewinning author of works on the Pacific, New Zealand, race and politics. He has written or edited a number of books including *Tangata o le Moana* (2012) and *Island Time: New Zealand's Pacific Futures* (2017). His 2012 book *Racial Crossings* won the Ernest Scott Prize. He is a graduate of the University of Auckland, and completed his doctorate at Oxford University where he was a Rhodes Scholar. A Samoan born and raised in Glen Innes, he hails from Satapuala and Falealupo. He taught for a decade at the University of Michigan before joining Auckland University as head of Pacific Studies. He became Auckland's Pro Vice Chancellor Pacific in November 2018, the first Pacific Pro Vice Chancellor in New Zealand.

Tuiloma Lina-Jodi Vaine Samu

Tuiloma Lina-Jodi Vaine Samu is a Samoan woman born in Aotearoa. She comes from the villages of Salelesi and Faleula on her father's side. Her mother's aiga/ whānau hails from Pu'apu'a, Savai'i and Sapunaoa, Falealili where she received her tulafale/alii orator speaking title "Tuiloma". She has proficiency in seven languages including Te Reo Māori in addition to her ancestral Samoan language. In 1987 Tuiloma was part of the first domestic student exchange scheme sponsored by the Office of the Race Relations Conciliator and lived with the Philipson family in Murray's Bay for the year to attend Rangitoto College from Nga Tapuwae College in Mangere where she and her aiga still live. She is currently te Kaitohu o Ngā Iwi o Te Moana-nui-ā-Kiwa, the Human Rights Advisor – Pacific Peoples/ Pasifika at the New Zealand Human Rights Commission – Te Kāhui Tika Tangata based in their Auckland Office.

Rochana Sheward

Rochana Sheward is the current CEO of Belong Aotearoa (Formally Auckland Regional Migrant Service Trust). Over the past two years she has supported the directions and development of their new strategy which focuses on delivery outcomes that contribute to positive systems changes and addresses the critical disparities that exist in a settlement journey. Rochana has spent her career within the community NFP sector, leading organisations to develop grass root initiatives that address the multiple disparities that impact some of the communities within Aotearoa and overseas.

Paul Spoonley

Distinguished Professor Paul Spoonley was, until recently, the Pro Vice-Chancellor of the College of Humanities and Social Sciences, Massey University. He remains a staff member of the College. Paul is the author or editor of 27 books, the most recent being "Rebooting the Regions" (2016). He is currently writing one book on the social and demographic changes that New Zealand is experiencing and another on the local far right. He was a Principal Investigator on a research programme on the impacts of immigration and diversity (MBIE, 2014-2020, \$5.5 million). He was made a Fellow of the Royal Society of New Zealand in 2011 and was granted the title of Distinguished Professor by Massey University in 2013. He was awarded the Science and Technology Medal by the Royal Society in 2009, he was a Fulbright Senior Scholar at the University of California Berkeley in 2010, and since 2013, he has been a Visiting Researcher at the Max Planck Institute of Religious and Ethnic Diversity, Göttingen. The Auckland War Memorial Museum made him a Fellow in 2015.

Geoff Stone

Geoff is an independent researcher and evaluator, and member of the [Ripple Research, Design and Evaluation Collective](#). He has a practical background in counselling (Family Court, NGO), social work

and group therapy (Dept. of Corrections), and youth and community development (local authority and NGO). After gaining a Masters in Applied Social Science Research, specialising in evaluation, he conducted a variety of research and evaluation projects mostly for government agencies from 2004 to the present day. This work spanned across corrections, social development, child youth and family (now Oranga Tamariki), education, Māori development, and for SuPERU. His work in recent years has concentrated on complex cross-sector government initiatives and in innovations in whānau and community development. He is increasingly interested in exploring the nexus between evaluation and service and systems design. He is currently completing his third institutional evaluation as part of the CaDDANZ project.

Christina Stringer

Christina Stringer is Associate Professor at the University of Auckland Business School. Her interest in migrant exploitation began when she and colleagues began researching labour abuses in the former foreign charter vessel sector of NZ's fishing industry. Recognising that the issue was much more widespread in NZ, Christina subsequently undertook research for the Human Trafficking Research Coalition into worker exploitation. In 2018, Christina undertook research for the government into temporary migrant worker exploitation together with Francis Collins. Christina has published her research in a range of journals including: *Environment and Planning A*, *Global Networks*, *Journal of Economic Geography*, *Journal of Management Inquiry* and *Marine Policy*.

Saunoamaali'i Karanina Sumeo

Saunoamaali'i Karanina Sumeo is the Equal Employment Opportunities Commissioner at the New Zealand Human Rights Commission. She is of Samoan descent and a mother of three children. Saunoamaali'i has worked as a public advisor, consultant, and social worker, advocating for the rights and interests of children, youth, women, Rainbow, and Pacific communities. Saunoamaali'i holds qualifications in science, social work, and social policy including a PhD in public policy from AUT.

Nicola Sutton

Nicola Sutton has been the Chief Executive of English Language Partners New Zealand for 7 years. However, her work with the organisation spans two decades with paid and voluntary roles in Auckland, Christchurch and Wellington. Her desire to live in a nation where people are given a 'fair go' and newcomers can safely and confidently join in, underpins her interest in this work and her leadership approach. Nicola completed a Masters in Commerce and Administration with a thesis on partnerships in the non-profit sector and she has a Graduate Diploma in Not-for-Profit Management and Post Graduate Certificate in Public Policy.

Jessica Terruhn

Jessica Terruhn is a sociologist with a PhD from The University of Auckland and a Senior Researcher on the CaDDANZ research programme at Massey University. Her research expertise lies at the intersections of migration, settler colonialism and urban studies. Her current research focuses on migration and diversity in cities, with a particular emphasis on the formal and informal management of difference.

Vanushi Walters

Vanushi is the Senior Race Relations Advisor at the New Zealand Human Rights Commission. She is also a practising lawyer and a Director of Cogent Law, specialising in discrimination, sexual harassment, and employment law. She is currently a Trustee at Foundation North and Chairs an International Governance Committee (Membership Review Committee) for Amnesty International. She has over twenty years of experience in the not for profit and community sector, both in governance and management. She was formerly the General Manager and Supervising Solicitor at YouthLaw Aotearoa and sat on the international board of Amnesty International for six years, after holding the position of

Vice Chair of the New Zealand board. She has worked in organisations such as the Office of Ethnic Communities, Greenpeace, the Auckland Refugee Council and the Office of the Children's Commissioner, as well as in private practice, in the public sector, and on projects with not for profits in the Philippines and Mongolia. She holds an LLB(Hons) and a BA in political studies from the University of Auckland and a Master's in International Human Rights Law from the University of Oxford. She has an interest in the use of design methodologies to address complex social problems and the measurement of meaningful social impact and has published on the role of not for profits in improving the realisation of economic social and cultural rights.

Mandy Yap

Mandy Yap is a Fellow at the Centre for Aboriginal Economic Policy Research (CAEPR) at the ANU. Since 2013, Mandy has worked with the Yawuru community in Broome to co-develop culturally-relevant indicators of Indigenous wellbeing. More recently, Mandy co-led the Individual Deprivation Measure study in Indonesia, a gender-sensitive multidimensional measure of poverty.