"DIVERSITY IS BEING INVITED TO THE PARTY; INCLUSION IS BEING ASKED TO DANCE."
Verna Myers, Diversity and Inclusion Expert
Recognition: An Overview

some individuals and groups are denied the status of full partners in social interaction …

… simply as a consequence of institutionalized patterns of cultural value in whose construction they have not equally participated …

…and which disparage their distinctive characteristics or the distinctive characteristics assigned to them

Nancy Fraser: 2003
Recognising marginal groups

1. Phenotypical markers or ‘unchosen characteristics’
   a. Sex, ethnicity, race, ability, age, sexuality, etc.
   b. Ideology

2. Shared experience and systemic constraints
The Equality Dilemma

• Needs

We must be careful that we do not contribute to entrenching perceptions that ethnic minority people are needy, vulnerable and victimised.

Singham, 2006

• Muslim headscarf
• Immigration policies for women experiencing violence
• FGM & cutting
• Specialist services/focus in violence
  • In MSD, Police, community organisations
• Minors (Court Consent to Relationships) Act (August 2018)
• Trafficking (2015)
• Leadership programmes for young women
• Settlement Programme
Utility Discourses

I want to be valued and included because my contributions as a migrant New Zealander are recognised and respected. This preserves my dignity.

Singham, 2006
Central Auckland church offers sanctuary to Indian students facing deportation

Craig Hoyle • 12:56, Feb 06 2017

Our Focus Areas

• Growing knowledge and understanding of ethnic diversity and inclusion in New Zealand
• Connecting people in ethnic communities to each other, wider society and government
• Increasing active citizenship of people in ethnic communities
• Valuing diverse cultures and ethnicities within communities, wider society and the nation
The Equity Dilemma
Engaging Migrants-2009

... calls for ‘special rights’ have been more articulated in the context of Crown and tangata whenua. I think that’s where it has sat, and will continue to be debated. I don’t know if there is much room at the moment to bring in ‘special rights’, group rights for other groups...

Healthy Diversity-2018

From diversity, does come, I think, a wider intelligence, a wider appreciation of difference ... From my perspective, that’s a strength that we should embrace. I don’t have any issue with that side of things. It’s just I don’t like to include the Māori priority within the diversity discussion cos it’s quite different.
Equality, Equity

... or Equivalence?

the progressive character of a struggle [depends] on its link to other struggles. The longer the chain of equivalences set up ... the more difficult it will be to neutralize certain struggles

Moufffe, 1988
Call for Asians to Stand in Solidarity with Ihumātao

Friday, 2 August 2019, 8:41 am
Press Release: Asians Supporting Tino Rangatiratanga

NEW ZEALAND

Historic first: Bill from women MPs of colour to fight female genital mutilation