

Creating an Inclusive Aotearoa New Zealand: *Sector Hui Report*

*This sector hui was convened by **Belong Aotearoa**, with support from **Foundation North** and the **Centre for Social Impact***

May 2019



Convening this Hui: **A Call to Action**



Racism and discrimination are entrenched issues that many people in our communities experience every day. The terrorist attacks in Christchurch on 15 March 2019 were a stark wake-up call for New Zealand, demonstrating to the nation how far we still have to go towards addressing these issues in our communities.

We convened this sector hui to bring together the leaders, groups and organisations working in our communities to enable belonging and inclusion, celebrate diversity, empower and privilege the voices of diverse communities, and to support self-determination and tino rangatiratanga.

The hui was a call to action. It was designed to provide a starting point for conversation – offering a space to share our collective experiences, to exchange ideas and begin to develop solutions that can be activated through collective action, to achieve long-lasting change towards a more inclusive Aotearoa New Zealand.

Convenors



Belong Aotearoa

Belong Aotearoa (previously known as *Auckland Regional Migrant Services*) has delivered support to newcomers, migrants and former refugees in the Auckland region for over 15 years. In 2018, Belong Aotearoa redesigned its strategy, with a new vision that recognises the importance of inclusion as a foundational outcome that supports settlement and wellbeing. Belong Aotearoa recognises that systems change is required in order to address the key challenges that newcomer communities experience; and that convening and co-designing solutions is a key approach for driving systems change.

www.belong.org.nz



Foundation North

Foundation North is a community trust that distributes funding to communities in the Auckland and Northland region. In 2018, Foundation North developed a new 15-year strategy that prioritises social cohesion and seeks to support outcomes for migrant and refugee-background communities. Foundation North has also developed a new Ethnic Diversity Strategy to support its work on these priorities and to strengthen the Foundation's relationships with diverse stakeholders.

www.foundationnorth.org.nz



Centre for Social Impact

The *Centre for Social Impact* is a social business established by Foundation North. The Centre works with stakeholders from the community sector, philanthropy and government to create a more connected social impact ecosystem, and to support the conditions needed to enable transformational social change.

www.centreforsocialimpact.org.nz

Participants

20/20 Trust	<i>Sue West</i>	Kahu Partners	<i>Baruch Terwal</i>
ADHB	<i>Ayan Said, Sadiqa Hajee</i>	Kāhui Tū Kaha	<i>Stephanie Abrahams</i>
African Film Festival New Zealand	<i>Kube Jones-Neill</i>	Korea Cultural Association, Korean TV and MCTV7	<i>Diane Lee, Tony Keam</i>
ARCC	<i>Abann Yor</i>	Mangere Community Law Centre	<i>Harry Toleafoa</i>
Auckland Asian Association	<i>Paul Teo</i>	Martin Jenkins	<i>Eemun Chen</i>
Auckland Council	<i>Juanita de Senna, Teena Abbey, Claire Liousse, Mary Dawson</i>	Migrant Action Trust	<i>Mahvash Soleimani</i>
Belong Aotearoa	<i>Najira Khanam, Rochana Sheward, Malu Malo-Fuiava, Sasi Niyamathullah, Tracey Moore, Yasmin Standfield</i>	Ministry of Business, Innovation & Employment - Immigration NZ	<i>Mariella Trynes</i>
Centre for Social Impact	<i>Kat Dawnier</i>	Ministry of Education	<i>Rhonda Cowell-Bari</i>
Chinese Conversation Education Trust	<i>Estella Lee</i>	Momentum NZ Limited	<i>Ron Lal</i>
Citizens Advice Bureau	<i>Teresa Marinovich</i>	New Zealand Red Cross	<i>Celia Brandon, Dawit Arshak</i>
Community Waitakere Charitable Trust	<i>Mark Allen</i>	Newcomers Network	<i>Laure Romanetti</i>
Earth Action Trust	<i>Agnes Granada, Tatsuo Nishimura</i>	NZ Muslim Association	<i>Ikhlqa Kashkari</i>
English Language Partners	<i>Eve Price</i>	Office of Ethnic Communities	<i>Mohamud Mohamed</i>
Fostering Kids New Zealand	<i>Anna Gundesen</i>	Planet FM	<i>Jo Holsted</i>
Foundation North	<i>Chloe Harwood, Connie Lee, Jacqui Smith, Jade PohGaik Tang-Taylor, Nicola Brehaut, Shalini Pillai</i>	Positive Women Inc	<i>Jane Bruning</i>
GHD	<i>Joy Chen</i>	RASNZ	<i>Aklilu Hibtit, Ann Hood, Dulani, Kate Brady Kean, Sue Petrie</i>
Grey Lynn 2030 Transition Community	<i>Brigitte Sistig</i>	Roskill Together	<i>Dave Mitchell</i>
Henderson Massey Local Board	<i>Betty MacLaren</i>	Selwyn College	<i>Kate Coleman</i>
HLC	<i>Heather Lyall</i>	Te Wānanga o Aotearoa	<i>Deborah Misiuepa</i>
Independent participants	<i>Sue Elliott, Susi Newborn</i>	The University of Auckland	<i>Jay Marlowe</i>
		Waitakere Ethnic Board	<i>Shirley Freeman, Baljit Kaur</i>
		Wellbeing Charitable Trust	<i>Eva Chen</i>

Hui Format

Whanaungatanga

The hui provided an opportunity for whanaungatanga (relationship building), with participants sharing their personal reasons for attending the hui.

Guest Speaker: *Ikhlaq Kashkari*

To help shape the context for this sector conversation, participants heard from Ikhlaq Kashkari, President of the New Zealand Muslim Association. Through his speech, Ikhlaq shared his own experiences of racism and the impact that racism has had across his community; and also highlighted the role that the media can play in fuelling discrimination through sensationalised reporting.

In response to these experiences, Ikhlaq highlighted the value that diversity and inclusion can play in building vibrant and connected communities. He called upon the sector to help provide communities with platforms to have a collective voice, to challenge racism and ignorance, build understanding, empathy and connectedness and work collaboratively to make New Zealand a more inclusive society.

Co-design

Through a facilitated co-design session, participants were then supported through a co-design process to:

- 1 >>> *Understand our collective goals and aspirations for convening***
- 2 >>> *Develop a shared sector vision for an inclusive Aotearoa New Zealand in 2038***
- 3 >>> *Identify the conditions required to achieve this shared vision***
- 4 >>> *Generate ideas for activating these conditions (prototypes)***

Ikhlaq Kashkari ↴

WHAT DOES RACISM MEAN TO ME?

30 APRIL 2019
@FOUNDATION NORTH

ME
...As humans, we live in OUR OWN STATE



I'm a square peg that fits in a round hole!
In my life I was responsible for a lot of people... I was very fortunate!



If you want to change the behaviour of a person, you have to change the behaviour of yourself...

Early in my career I did not experience a lot of racism...



...because I fit in!



HUMANS ARE SELF-CENTRIC



How do you talk to one another and get a different (initial) reaction?



IS BLIND TO REALITY, & IS CAUSED BY IGNORANCE



EVERYBODY HAS THAT WORLD OF THEIR OWN



CHRISTCHURCH

that person did not know anyone there... he did what he did because of things he had heard...



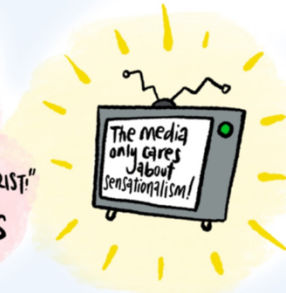
AS a community, we need to be LESS SILENT than ever before

DIVERSITY makes you think slightly differently... & when you think slightly differently, you can COLLABORATE & bring different ideas TOGETHER



THERE ARE LEVELS OF RACISM...

5. GENOCIDE
4. PHYSICAL ATTACKS
3. ACTIVE DISCRIMINATION
2. ASSUMPTIONS... "OH YOU'RE MUSLIM? YOU COULD BE A TERRORIST!"
1. LANGUAGE + COMMENTS



All illustrations in this report provided by Tim Lomas:
www.timthesketchnoter.com

1> *Why Convene?*

In our first session, we asked participants why they had decided to join us for this hui. From this conversation, the following themes were identified:

>>> *Timeliness and momentum*

Following the attacks in Christchurch, there is an unprecedented spotlight on racism and discrimination, giving hope that conversations about these issues can sustain momentum towards positive change.

>>> *Respond to communities*

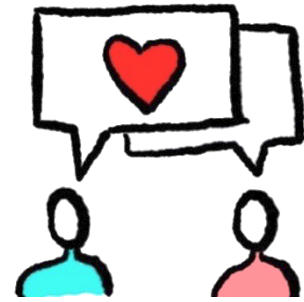
Many of the hui participants were attending as representatives of communities who have consistently identified racism as a key issue that affects their day-to-day lives, opportunities and wellbeing. Responding to the needs of these communities is a critical issue.

>>> *Appetite for collaboration*

Racism was identified as a national, systems-level issue and participants recognise that this requires collaborative effort to address. Participants in the room were actively seeking opportunities to work with others to strengthen the efforts of their own group/organisation.

Indicators of Success

The following success indicators have been shaped based on participants' ideas of what this vision for success would look like in practice.



>>> ***Communities feel valued***

People from all backgrounds feel safe, understood and valued.

>>> ***Communities feel connected***

People feel that they belong to their local communities, are well connected to others in their local area, and are connected to place and whenua (land, environment).

>>> ***Diversity is recognised as an asset***

Diversity is seen by all in the community as an asset and strength. There is equity of opportunity for people of all backgrounds to participate in community, political and other roles of leadership and influence.

>>> ***Communities have equity of access to opportunities***

Māori, Pacific and ethnically diverse communities have equity of access to opportunities – such as employment, housing and education – because institutional racism, the intergenerational impacts of colonisation and other structural barriers are being addressed.

>>> ***The principles of Te Tiriti strengthen inclusion***

The Treaty of Waitangi principles of partnership, participation and protection provide a foundation that helps to strengthen inclusion, equity and wellbeing in our communities.

3> Conditions for Change

Hui participants were supported through a process to identify the conditions for change that are required in order to achieve the shared vision for 2038. Conditions for change can be understood as high-level mindsets, behaviours, policies, ways of working and/or high-level approaches required for transformational change. These conditions for change were explored at the community level, sector level and systems/policy level. The priority conditions for change that emerged are summarised below.

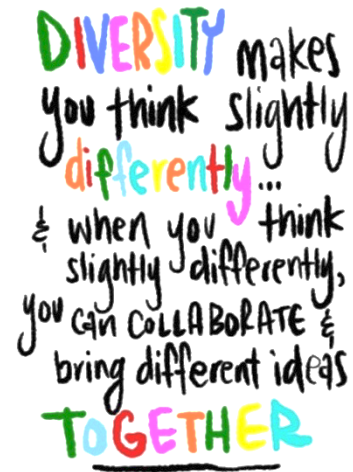
Community Conditions

- > Approaches that support and strengthen people's sense of identity – particularly for young people with multi-cultural identities
- > Approaches that empower grassroots communities to participate, have a strong voice and have the tools and skills to engage and influence
- > Approaches that build and deepen connections across communities (faith, culture, ethnic background)
- > Equity of access to local leadership and decision-making roles
- > Creating safe spaces for communities to come together; and to convene for collective action/movements for change
- > Utilising the skills and experience that superdiversity brings to our communities
- > People and communities care enough about inclusion to act



Sector Conditions

- > Ensuring organisations work in ways that reflect their communities, learning from bi-cultural approaches and increasing cultural competence and intelligence
- > Diversity in sector governance and leadership roles
- > Opportunities to strengthen the capacity of organisations working to address racism and strengthen inclusion, through resourcing and capability building
- > Increased collaboration to strengthen the sector's impact
- > Stronger and more collaborative advocacy to influence community attitudes, media messaging and policies



Systems Conditions

- > Decolonising institutions, structures and systems
- > Addressing income disparity as a key driver behind other inequalities that disproportionately affect diverse communities; particularly by addressing equity of access to employment and ensuring a living wage
- > Shifting attitudes towards tolerance and understanding, and strengthening cultural literacy through education systems
- > Democratic systems that enable diversity of participation and representation, to ensure local, regional and national decision-making responds to the needs and aspirations of diverse communities
- > Policies/regulations that control sensationalised media reporting
- > Political will for change – including local and central government policy settings (e.g., housing) that enable systems change in relation to diversity and inclusion



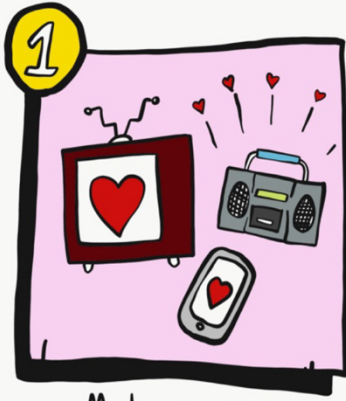
4> *Activating Change:* *Prototypes*

To close the sector hui, participants were invited to explore potential solutions that might activate the conditions required for transformational change. Participants suggested and then prioritised prototype ideas, identifying six key initiatives that could be tested collaboratively to support the sector's shared vision for an inclusive Aotearoa New Zealand. The prototype ideas are summarised below.

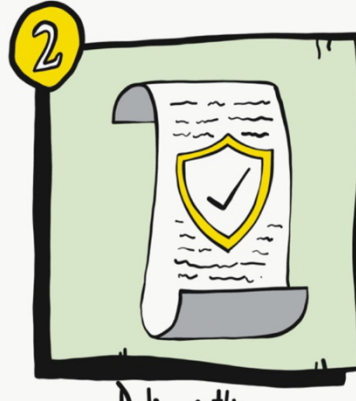
- 1 >>>** *A media campaign to promote inclusivity*
- 2 >>>** *Policy settings that ensure our neighbourhoods are diverse, and that empower young adults to lead neighbourhood initiatives*
- 3 >>>** *Cultural competency training for local and central government, delivered by local communities*
- 4 >>>** *A one-stop shop providing migrant settlement support*
- 5 >>>** *Support and celebrate young people exploring new cultural multi-identities*
- 6 >>>** *Inter-cultural programmes at the neighbourhood level that promote inclusion and tackle racism*

Participants were also asked to consider what they could contribute to these prototypes. Collectively, these potential contributions included:

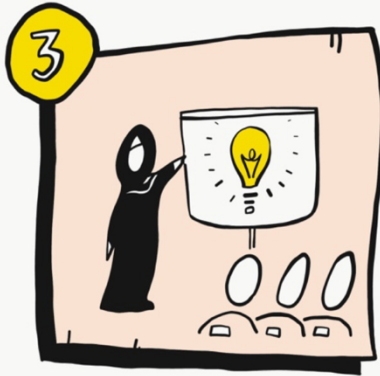
- > Supporting prototype projects through time or financial resourcing
- > Enabling and facilitating grassroots community engagement to activate ideas
- > Contributing insights and intelligence from sector and/or community experience
- > Providing community space to gather, convene or deliver
- > Technical expertise e.g., app development
- > Supporting connections into local government
- > Helping to evaluate the impact of prototypes once commenced



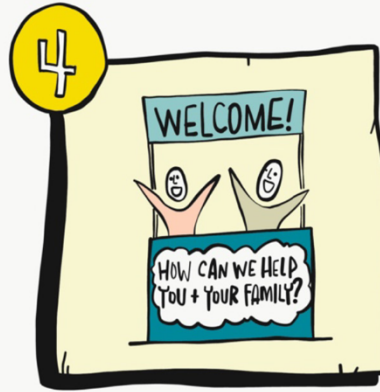
Media campaign with messaging to promote inclusivity



Policy settings that promote diverse local neighbourhoods



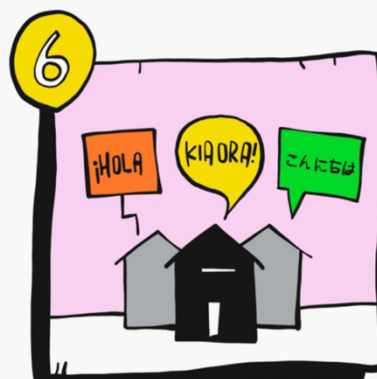
Cultural Competency training for local & central government, delivered by communities



A one-stop shop for new migrant settlement support



Support & celebrate young people to explore their new multi-identities



Inter-cultural programmes at neighbourhood level that promote inclusion & tackle racism

Hui Feedback

The sector hui provided a starting point for discussion and collaboration, with a focus on achieving transformational change towards a more inclusive Aotearoa New Zealand.

Belong Aotearoa's post-hui survey was completed by 50% of participants and showed that:

100% of participants *felt that the opportunity to convene was valuable; and,*

96% of participants *felt there was a positive feeling for change.*

Through this opportunity to convene, participants described that:

- > ***They had a sense of collaborative impact***
- > ***They had a stronger collective voice***
- > ***There was opportunity to share knowledge across the sector***
- > ***They felt an increased sense of inclusion and belonging***

To strengthen the potential of future hui, participants suggested that:

- > ***There is greater opportunity for young people to participate***
- > ***Further participant diversity should be continually sought***
- > ***Hui could be held at different times of day to enable wider community participation***

Next Steps

Following this sector hui there have been further local, regional and national conversations that have sought to generate positive action on racism and discrimination, towards a more inclusive Aotearoa New Zealand. These conversations have added further energy, momentum and ideas to the six prototypes/concepts for action that were generated at this sector hui.

In response, the sector hui co-convenors have identified the following priority 'next steps' – i.e. existing or emerging opportunities that align with the prototype concepts and have potential to leverage current energy, momentum and available resources.

>>> **Activate and scale intercultural dinners concept**

Belong Aotearoa is looking for partners to strengthen and scale the reach and impact of its intercultural dinners programme. This programme aligns with **prototype #6: promoting inclusion at the neighbourhood and community level**. The dinners have been prototyped with success by Belong across 2018/19. Belong is interested in working with others to co-host dinners, scale the reach of the concept and/or iterate the model alongside communities to further enhance its potential for impact.

>>> **Resources - supporting community responses to racism**

A collaboration between the Auckland Resettlement Sector Steering Group (ARSSG) and Auckland Council is underway to undertake a stocktake of existing resources that can support community responses to racism. This project is specifically focused on supporting communities with guidance on what to do if they experience or witness racism.

>>> **Give Nothing to Racism campaign**

'Give Nothing to Racism' is a campaign led by the Human Rights Commission to address racism and discrimination. This is an existing platform/campaign that aligns with **prototype #1: media campaign to promote inclusivity**. Belong Aotearoa is committed to engaging with the Human Rights Commission to explore how the community sector can help to amplify the reach and impact of the campaign.

>>> **Policy design conversation**

This hui identified a need for policy development - **prototype #2: policy settings that support diverse neighbourhoods and promote inclusion**. Belong Aotearoa is committed to convening a group of stakeholders from local government, central government and the community sector, to begin exploring avenues for diverse voices to be more systematically and effectively engaged in the design of local, regional and national policy.

>>> **Feasibility into co-location of services**

A feasibility study is currently underway to explore opportunities for the co-location of organisations providing services to resettled communities. This work has some alignment with **prototype #4: one-stop shop for settlement support**, and is explored collaboratively by Belong Aotearoa, ARCC, RASNZ and the Asylum Seekers Support Trust.

>>> **Inclusive Aotearoa Collective**

Anjum Rahman (acting head of the Islamic Women's Council) recently launched the Inclusive Aotearoa Collective – a national movement aimed at addressing racism and discrimination, with key goals to create a national diversity and inclusion strategy and activate community-led initiatives.

>>> **Place-making initiatives**

The Auckland Resettlement Sector Steering Group (ARSSG) has identified a strong interest in the potential for place-making initiatives that align with **prototypes #2, #3 and #6** – focused on promoting connection and inclusion, to reduce racism. This group will continue to discuss potential opportunities for collaborative action in this space.

>>> **Community engagement approach – Immigration NZ**

Connecting communities to support successful settlement was the key focus of the 2019 National Refugee Resettlement Forum. A number of issues were raised and acknowledged as areas needing to be addressed, including racism and discrimination. The forum had a number of interconnected co-design workshops that enabled the refugee settlement sector to start developing a community engagement approach to strengthen connections with the wider community and create welcoming and inclusive communities in New Zealand's refugee settlement locations. The forum was the start of a conversation which will be continued by Immigration New Zealand over the coming months as they seek input from more stakeholders. A number of the emerging themes and discussions aligned closely with the sector hui discussions and prototypes.

Any organisations or individuals that are interested in further discussing or contributing to these next steps/opportunities can email Belong Aotearoa for more information, at:

communications@belong.org.nz