



CaDDANZ

Capturing the Diversity Dividend of Aotearoa/New Zealand

Kia ora koutou

Welcome to the third CaDDANZ newsletter for 2019. This newsletter introduces a range of activities that CaDDANZ researchers have been involved in over the last three months.

The long awaited release of Census 2018 data has been particularly significant for several reasons. As many of you will know, independent reports into the census have identified significant shortcomings in planning and decision making that contributed to a low completion rate, particularly amongst Māori and Pacific peoples. The census is the primary source of comprehensive population data in Aotearoa/New Zealand and as such the delays and questions around data quality have a significant impact on planning for population growth and addressing social needs. CaDDANZ researchers have been involved in responding to the census delays and quality concerns, particularly Tahu Kukutai who was involved in the Census External Data Quality Panel that reported their findings on the 23rd of September.



In this newsletter we profile two more research project briefs, which provide short outlines of key findings within CaDDANZ projects. CaDDANZ Brief #3 outlines Jessica Terruhn's research with international students at a New Zealand secondary school and their experiences of English language learning, belonging, inclusion and wellbeing. CaDDANZ Brief #4 introduces the Superdiversity Visualisation tool that Paul Spoonley has developed in collaboration with researchers in Australia, Canada and Germany – the tool provides insights into Auckland's diverse populations alongside those of Sydney and Vancouver.

This newsletter also profiles lectures by Arama Rata, Trudie Cain and Francis Collins; media appearances by Paul Spoonley, Tahu Kukutai and Arama Rata; and publications from Natalie Jackson, Jessica Terruhn and Tahu Kukutai.

Don't forget to register for the 2019 Pathways conference to be held November 19-20 at Massey University's Albany campus in Auckland. The conference theme *Diversities of Migration: Racism, Difference and Inequalities* is attracting a lot of interest and there are only a small number of spaces remaining for registration.

Renae Dixon (renae.dixon@waikato.ac.nz) or Julie Taylor (j.m.taylor@massey.ac.nz).

Ngā mihi nui

Francis L. Collins

RESEARCH HIGHLIGHTS

Project Briefs

The CaDDANZ team has been releasing a series of project briefs that provide a snapshot of key findings from research undertaken within some of our projects. We will be sharing these briefs across many forums, including this newsletter and the CaDDANZ website. As always, if you have any questions about the projects or just want to know more please send us an email (renae.dixon@waikato.ac.nz or j.m.taylor@massey.ac.nz) or alternatively you can get in touch with the authors directly. Other project briefs will be made available on the CaDDANZ website once published: <http://www.caddanz.org.nz>

In this newsletter we profile briefs three and four:

[CaDDANZ Brief #3](#) International ESOL students' sense of school belonging, inclusion, and wellbeing.

Under the umbrella of the CaDDANZ research programme, Jessica Terruhn conducted research with international students who were also ESOL students (English for speakers of other languages) at a New Zealand secondary school. Jessica was particularly interested in finding out how school practices (such as policies that regulate school life, discourses about diversity at school, as well as peer and student-teacher interactions) shaped these students' sense of belonging, inclusion and wellbeing.

[CaDDANZ Brief #4](#) Visualising Auckland's Superdiversity

In conjunction with Steve Vertovec, Daniel Hiebert and Alan Gamlen, Paul Spoonley has developed a powerful tool to map superdiversity. To help understand the nature of superdiversity, existing statistical data on migration status and ethnicity was explored in relation to intersections with income, housing markets and ownership, education credentials and employment. This brief outlines the potential uses of the tool for mapping and understanding Auckland's superdiversity.



VISUALISING AUCKLAND'S SUPERDIVERSITY

Paul Spoonley and Robert Didham (with Steven Vertovec, Daniel Hiebert and Alan Gamlen)

Understanding Superdiversity

In a widely read article published in 2007, Steve Vertovec wrote about the growing superdiversity of gateway cities. He wanted to draw attention to the impacts of post-war migration flows on the demographic diversity of these cities and societies, and the politics and pathways of settlement, inclusion and rejection. But he also wanted to highlight the diversification of diversity—the complex interactions of ethnicity, nationality, migration and legal status, age, gender and ability.

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Recent Media Commentary

That's a bit racist - A two-part documentary exploring New Zealand's racial biases

Featuring Paul Spoonley and Arama Rata

TVNZ1

Arama Rata and Paul Spoonley featured in the TVNZ1 documentary “That’s a bit racist” that was broadcast in July 2019. The first episode tests Kiwis’ knowledge of the pay gap between Māori and Pākehā, who is on the \$50 note versus the \$5 note and whether anyone knows the full cost of Treaty of Waitangi settlements compared with a year of transport or defence funding. The documentary also considered responsibilities for understanding racism, with Arama Rata arguing, “it’s not up to Māori and people of colour to educate Pākehā about racism, it’s something that Pākehā people should be doing among themselves”. The Harvard Implicit Associations test measures attitudes and beliefs, it identifies the reactions that you have without even knowing you’ve had a reaction and that’s a deeply hidden bias. It might be about which Uber driver you take, or who you sit next to on the bus. You may not know you’re making decisions, but you are, and a lot of them are based on race. Episode two offered the results of unconscious-bias research conducted for the film-makers by Harvard University.

[To watch the documentary click here](#)

How botched is the 2018 Census?

Paul Spoonley

RadioNZ

Paul Spoonley was interviewed by Karyn Hay on Radio New Zealand on the 13th of August about the concerning data gaps in Census 2018 and the implications this has for how funding is allocated, how electorate boundaries are drawn up, and how decisions are made. [For full commentary click here](#)

Census 2018: Iwi data will not be published due to data quality

Featuring Tahu Kukutai

Te Karere TVNZ1

regarding data quality for Māori and Pacific peoples alongside questions of ethics and social licence involved in the use of administrative data. [To watch the full commentary click here](#)

Recent Presentations from CaDDANZ

Tackling discrimination, racism and prejudice

Arama Rata

Expert panel: Festival for the future

The Festival for the Future provides a chance to unpack important issues, and focus on building more inclusive communities.

The Festival is New Zealand's biggest gathering of millennials exploring the big issues of our time, showcasing what's possible, and building ideas and skills for the future. It is similar to a conference, but more vibrant, and becoming more prestigious each year. Some of the most powerful moments were seeing young people from marginalised rural communities up on stage speaking alongside Government Ministers and major decision makers on big issues that affect our future. CaDDANZ researcher Arama Rata featured on the expert panel on "*Tackling discrimination, racism and prejudice*", with key insights coming from her extensive knowledge on Māori-migrant relations and attitudes to diversity and inclusion. [Click here for more information](#)

Leading diversity and inclusion panel

Trudie Cain

PWC Herald Talks: Leading diversity and inclusion

CaDDANZ researcher Trudie Cain contributed to the vigorous discussion that this talk encouraged. The discussions highlighted that leaders of local business and organisations are at the forefront of making change - they are the cornerstone of inclusion in the workplace. Our leaders need to create systems that challenge workplace norms - and that it needs to be more than lip-service. Business and organisations need to actively invest in diversity, inclusion and accessibility to create spaces for participation and contribution. Trudie Cain noted that many people want to work in diverse environments that embrace difference and that value the individuality people bring to the workplace. The panel also highlighted that diversity and inclusion policies need to be relevant to not only employees, but customers and stakeholders. The panel encouraged business to survey their current workforce, to look deeply into that data and give voices to employees in order to make positive changes - lead from the top.

[To view full talk click here](#)

Legislated Inequality: how migration policy in Aotearoa/New Zealand creates inequality

Francis Collins

University of Waikato Public Lecture Series - Tauranga

In early September Francis Collins appeared as part of the Tauranga Public Lecture series organised by the University of Waikato. The talk discussed how Aotearoa/New Zealand's migration system has become increasingly complex as government have focused on managing migrants and restricting the characteristics of who can live in Aotearoa/New Zealand permanently. These developments in migration policy and regulation are actively creating inequalities between migrants and non-migrants, as well as within migrant populations

avenues for more equitable approaches to migration.

Recent Publications

Evaluation of demographic profiles of selected industries and occupations 1996-2013

Natalie Jackson

A new report has been made available that provides insights into the demographic challenges of labour market planning in New Zealand - timely information for employers and anyone involved in targeting skills training and recruitment. The report gives an overview of 100 occupations for the period 1996-2003, taking into consideration many jobs on the long-term and immediate skill shortage lists. [The full report can be viewed here](#)

Mana motuhake ā-raraunga: datafication and social science research in Aotearoa

Tahu Kukutai and Donna Cormack

Social practices, interactions and relations are increasingly being turned into data, driven by technologies that enable new methods of data accumulation, digitisation, integration and manipulation. This 'datafication' is not only transforming social relations, it is also reshaping social science through the generation of datasets that open up new avenues for research and methodological development and generating debate about the relationships between data, digitalisation, ethics and human wellbeing. Datafication is playing out in Aotearoa New Zealand with rapid developments in datasharing, linkage and the integration of large datasets for operational and research purposes. While the Government has distanced itself from its predecessor's social investment approach, there remains a focus on data-driven decision-making that includes the use of integrated data, operational algorithms and predictive risk modelling (Stats NZ 2018). The flagship of integrated data is the Integrated Data Infrastructure (IDI)..... [to read the full article click here](#)

Settler colonialism and biculturalism in Aotearoa/New Zealand

Jessica Terruhn

This chapter in the book *The Palgrave Handbook of Ethnicity*, discusses biculturalism as the current political paradigm defining relations between the indigenous Māori population and the settler population of New Zealanders of European descent (Pākehā) in Aotearoa/New Zealand. Following a brief sociohistorical analysis of settler colonialism and the place of Te Tiriti O Waitangi/The Treaty of Waitangi, the chapter charts how biculturalism emerged in response to an indigenous rights movement that brought settler colonial injustices into clear view. Since its inception in the 1970s, state biculturalism has broadly encapsulated a politics of redress and reconciliation for the dispossession and destruction of indigenous communities at the hand of the settler state, but its scope and goals have been contested. In highlighting how biculturalism works in three key arenas - the Waitangi Tribunal, language revitalisation, and social policy - the chapter discusses some of these contestations and their implications. The chapter centrally contends that while processes of reconciliation and redress through treaty settlements, efforts to revitalise te reo Māori, and initiatives to tackle socioeconomic inequalities

[this chapter, click here](#)

CaDDANZ Seminars

Aotearoa Migration Research Network

The Aotearoa Migration Research Network seeks to support social science research that addresses the diversity of issues involved in moving in the world: the drivers and barriers to migration, the role of borders and state control, the lives, identities and aspirations of migrants, the role of migration in communities and economies and the emergence of diverse, multicultural and transnational social formations.

The network runs a regular seminar series which provides a forum for established and emerging researchers as well as representatives of migrant communities, and policy makers and practitioners working with migrants to share insights from new research and create dialogue.

To keep up with migration research news and upcoming seminars, [please join the network's facebook group here](#).

You will be able to join these seminars from your computer via Zoom video conferencing link.

The next seminar will be "Keeping Evil Offline? Debating New Zealand's censorship of the Christchurch mosque killings" presented by Dr Elena Kolesova.

This network is co-convened by Dr Jessica Terruhn who works as a Senior Researcher on the CaDDANZ research team at Massey University in Auckland, and Dr Shemana Cassim who is a Research Fellow at the University of Waikato.



Upcoming Conferences

Pathways, Diversity and Inclusion Conference 2019 Registrations are now open

[CLICK HERE TO REGISTER](#)

The next Pathways conference is to be held in Auckland 19th - 20th November 2019. As in previous years, there will be an exciting line up of presenters who will speak to the theme of "Diversities of Migration: Racism, Difference and Inequalities".

Keynote speakers include: Shanthi Robertson, Melinda Webber, Anjum Rahman, Rachel Simon-Kumar and Emily Beausoleil covering a range of **topics** including: Racism and settler colonialism, Listening as ethical practice, The 'diversity frame' and Differences and inequalities

Diversities of Migration: Racism, Difference and Inequalities

Pathways, Diversity and Inclusion Conference

19th – 20th November 2019
Massey University – Albany campus
Auckland



Migration, Health and Wellbeing conference

28-29 Nov 2019, Otago University, Dunedin

<https://www.otago.ac.nz/global-migrations/events/conferences/otago694947>

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