**MINISTRY OF BUSINESS, INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

**CaDDANZ**
Capturing the Diversity Dividend
of Aotearoa/New Zealand

# Capturing the Diversity Dividend of Aotearoa/New Zealand:  CaDDANZ research findings and policy implications

**Date**    Thursday 9 May 2019    **Time**   9:00am – 12.30pm
**Venue**    **Te Puni Room** – Wharewaka Function Centre, 2 Taranaki Street, Wellington

| EVENT PROGRAMME | |
|---|---|
| 9:00am | Registration |
| 9:15am | Mihi Whakatau – Carl Ross <br> Waiata – Tutira Mai Ngā Iwi |
| 9:30am | Welcome - David Paterson, Manager Migration Evidence and Insights |
| 9:40am-12:20pm | Chair for presentations:  Francis Collins,  Science Leader of CaDDANZ |
| 9:40am | *Visualising and communicating population diversity* <br> Lars Brabyn, University of Waikato |
| 10.00am | *Visualising Auckland's superdiversity* <br> Paul Spoonley, Massey University |
| 10.20am | *Attitudes towards Māori culture and multiculturalism* <br> Tahu Kukutai and Arama Rata, University of Waikato |
| 10.40am | Morning Tea |
| 11.00am | *The impact of diversity on firms and residents* <br> Dave Maré, MOTU Economic and Public Policy Research |
| 11.20am | *Reframing wellbeing through a lens of inequities and discrimination* <br> Jessica Terruhn and Trudie Cain, Massey University |
| 11.40am | *The future trajectory of ethnic diversity in New Zealand's regions* <br> Michael Cameron, University of Waikato |
| 12.00pm | *The role of evaluation in building 'a bigger picture'* <br> Robin Peace and Geoff Stone, Massey University |
| 12.20pm | Closing comments |

# Capturing the Diversity Dividend of Aotearoa/New Zealand:  CaDDANZ research findings and policy implications

## *Introduction*

Aotearoa/New Zealand is changing rapidly as a consequence of the settlement of migrants from throughout the world, temporary and circular international migration, growing ethnic diversity, population ageing, changing fertility patterns and urban growth.

Since 2014 the Capturing the Diversity Dividend of Aotearoa/New Zealand (or CaDDANZ, pronounced 'cadence') research programme has been researching these changes and their implications.  The programme's aim has been to identify how New Zealand can better prepare for, and respond to, demographic changes in order for the country to maximise the benefits associated with an increasingly diverse population. CaDDANZ has been funded through MBIE's Health and Society fund (now Endeavour) to carry out a 6 year project (2014-20) led by the University of Waikato; the CaDDANZ team also includes researchers from Massey University and MOTU Economic and Public Policy Research.

On May 9th the CaDDANZ research team will present findings from a variety of projects undertaken within the programme. The event provides the Wellington-based policy community an opportunity to learn about key findings from this research, network with researchers and to identify connections with current and future research and policy priorities. Presentations will cover:

- New Zealand Atlas of Population Change
- Evaluating settlement and responses to ethnic diversity in organisations
- Visualising Auckland's Superdiversity
- Future trajectories for regional ethnic diversity
- Attitudes towards Māori culture and multiculturalism
- Wellbeing, inequities and discrimination
- Impacts of diversity on firms and residents

*To register for this free seminar please click on* **this link***.  Please register early as seating is limited*

# PRESENTATIONS

### *Visualising and communicating population diversity* – Lars Brabyn

An online New Zealand Atlas of Population Change has been developed (see (http://socialatlas.waikato.ac.nz/) to communicate the interaction and associated diversity resulting from three important components of population change –migration, natural change (births minus deaths), and population ageing. Interactive online maps and graphics are a powerful medium for communicating population change and associated diversity, but care needs to be taken in the choice of data and their interpretation. The New Zealand Atlas of Population Change differs from the thematic mapping of raw data in that it is accompanied by supporting research which the creators anticipate will be continually updated as new research emerges.

### *Visualising Auckland's superdiversity* - Paul Spoonley

One of the challenges for researchers and policy analysts is to explain the complex interactions between immigration/immigrants and various social outcomes and influences. Funded by the Max Planck Institute for the Study of Religious and Ethnic Diversity, three cities have been chosen to explore how the stories of migration and diversity can be told using big data. This presentation provides an indication of how visualising data can help understand these complex interactions.

### *Attitudes towards Māori culture and multiculturalism* -Tahu Kukutai and Arama Rata

We use data from The General Social Survey to assess how much importance participants placed on Māori culture and mulitculturalism in defining New Zealand, and the psycho-social correlates of these attitudes. Regression analyses revealed that age, gender, ethnicity, trust, sense of belonging to New Zealand, te reo Māori proficiency, and attitudes to te reo Māori all predicted the importance placed on both Māori culture and mulitculturalism in defining New Zealand. The strongest predictor of both of these outcome variables was attitudes to te reo Māori.

### *The impact of diversity on firms and residents* - Dave Maré and Jacques Poot

We examine the impact of cultural diversity, as reflected in country of birth, on the attractiveness of New Zealand cities.  Our findings so far show that higher diversity in a city offers productivity advantages for firms operating there, particularly in large cities.  The impact on the attractiveness of cities for residents is smaller.  Our current work looks at the impacts of diversity across neighbourhoods within a city, taking account of commuting costs.  We are also further investigating the productive impact of diversity using firm-level data.

### Reframing wellbeing through a lens of inequities and discrimination - Jessica Terruhn and Trudie Cain

This presentation summarises key insights from research that explored people's sense of wellbeing, inclusion and belonging/community in two separate settings: international students at a New Zealand secondary school and residents of two Auckland neighbourhoods. We will highlight factors at individual, community, institutional and policy levels that affect people's wellbeing. Based on these findings, we suggest that wellbeing needs to be interrogated in a way that illuminates inequities and discrimination.

### The future trajectory of ethnic diversity in New Zealand's regions - Michael Cameron

This presentation describes the results from a subnational ethnic population projection model that uses more disaggregated data than any previously employed. Specifically, I project populations at Level 3 of Statistics New Zealand's ethnic classification, at the regional level. The implications for the future ethnic diversity of the regions are discussed.

### The role of evaluation in building 'a bigger picture' – Robin Peace and Geoff Stone

Five of the CaDDANZ projects have had a specifically 'evaluative focus' and, in each case, an evaluation methodology has been developed that has allowed us to interrogate a 'bigger picture' of where an organisation or project sits in a wider ecosystem and what follows from this. This presentation will focus on 'ecosystem mapping' tools that were used across two of the institutional evaluations and the way such tools enhance understanding of service/system potentiality and alignment, 'additionality', impact measurement, and evaluation influence. We may also briefly touch on the emerging methodology we are developing to undertake a meta-level synthesis of the CaDDANZ project of work across its six year run.

## Presenters

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

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

**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 explores international migration focusing on the experiences, mobility patterns and regulation of temporary migrants, including work in Aotearoa/New Zealand, Singapore and South Korea. Francis is a current recipient of a Rutherford Discovery Fellowship for research exploring the lives of people on temporary work visas in Aotearoa/New Zealand, the migration of New Zealanders to Australia and shifting approaches to migration policy in a context of increased temporariness and circulation.

**Tahu Kukutai**. Professor Tahu Kukutai (Waikato, Ngāti Maniapoto, Te Aupōuri) specialises in Māori and Indigenous demographic research at the National Institute of Demographic and Economic Analysis. Tahu is Vice President of the Population Association of New Zealand and is on the management directorate of the Ageing Well National Science Challenge. She has degrees in history and demography from the University of Waikato and a PhD in sociology from Stanford University.

**Dave Maré.** Dave Maré is a Senior Fellow at Motu Research and an Adjunct Professor of Economics at the University of Waikato, where he is an affiliate of the National Institute for Demographic and Economic Analysis (NIDEA). His research interests are in the areas of

empirical spatial and labour economics, looking at issues of migration, labour market dynamics, and the economic performance of cities.

**Robin Peace**.  Robin Peace is Associate Professor in Research and Evaluation - School of People, Environment and Planning, Massey University, and programme coordinator for the Post Graduate Diploma in Evaluation.

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

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

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

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

## Tūtira Mai Ngā Iwi

Tūtira mai ngā iwi

Tātou tātou e

Tūtira mai ngā iwi

Tātou tātou e

Whāia te maramatanga

Me te aroha

E ngā iwi

Kia tapa tahi

Kia kotahi rā

Tātou tātou e

tātou tātou e


## English Translation

Line up together people
All of us, all of us
Stand in rows people
All of us, all of us
Seek after knowledge
and love of others - everyone
Think as one
Act as one
All of us, all of us

All of us, All of us!!