



Human Rights
Commission
Te Kāhui Tika Tangata



Tūi Tūi Tuituiā Race Relations in 2007



Human Rights
Commission
Te Kāhui Tika Tangata

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The Human Rights Commission and Race Relations

The main functions of the Human Rights Commission under the Human Rights Act 1993 are to promote and protect human rights; to encourage the development of harmonious relations; to promote equal employment opportunities; and to provide a dispute resolution service for complaints of discrimination on the grounds (among others) of colour, race, and ethnic or national origins.

The Act also provides for the appointment of a Race Relations Commissioner to lead the Commission, in conjunction with the Chief Commissioner, on matters relating to race relations.

The Commission encourages the maintenance and development of positive race relations through a variety of programmes, including:

- Promoting implementation of the New Zealand Action Plan for Human Rights
- Building a better understanding of the human rights dimensions of the Treaty of Waitangi

- Facilitating the New Zealand Diversity Action Programme, and maintaining programme networks for issues such as interfaith cooperation, media, language policy and refugees
- Organising the annual New Zealand Diversity Forum
- Acknowledging positive contributions to race relations through the award of certificates and the publication of the awards in a widely distributed monthly e-newsletter
- Promoting community participation in diversity events, including Race Relations Day and Māori Language Week
- Publishing an annual review of developments and issues in race relations
- Providing a disputes resolution service for complaints about discrimination
- Providing advocacy, research, information and education on race relations.

This report is part of the Human Rights Commission's contribution to the New Zealand Diversity Action Programme for 2008.

For further details of the programme visit:
www.hrc.co.nz/diversity



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1. Te Rangahau Whānui

Overview

Whakarongo ake au ki te tangi ā te manu nei, te mā-tui. Tūi-tūi-tuituiā. Tuia i runga, tuia i raro, tuia i waho, tuia i roto. Tuia te here tangata kā rongō te Pō, kā rongō te Ao. Tūi-tūi-tuituiā te whanaungatanga o te tangata.

This year

This is the fourth annual review of race relations published by the Human Rights Commission. The reviews are intended to provide a record of the main events and developments in race relations each year, and to provide information and context for the ongoing public debate on this important issue, particularly in the lead up to Race Relations Day in March. The first three reviews were used last year to inform the five yearly consideration of New Zealand's race relations performance by the United Nations Committee on the Elimination of Racial Discrimination.

The first review, *Race Relations in 2004* recorded the major public debate sparked by Don Brash at Orewa in January of that year, and the passage of the Foreshore and Seabed Act. It noted that the UMR Mood of the Nation report for 2004 ranked race relations as the top issue that concerned New Zealanders (as it had in 2002 and 2003).

Over the following three years, public anxiety about race relations, as recorded by the UMR Mood of the Nation report, has steadily declined from being the top issue of concern in 2004 to ranking third in 2005 and sixth in 2006. In 2007, it dropped off the list of the top ten issues altogether. Instead, it topped the list of issues that New Zealanders were most optimistic about.

The most significant development was the launch of the new school Curriculum in November. The New Zealand Curriculum's aspirations are long term and affirm our values, learning competencies, our recognition of our nation's founding document and who we are as a diverse Pacific nation. It was the culmination of three years work and extensive consultation, involving many thousands of people and 10,000 submissions. The school trustee system

provided a solid community connection for the process. It is not every year that we get the opportunity as a nation to comprehensively review and determine what our children should learn to equip them for life in New Zealand – the existing curriculum has been in place for 15 years. The final document met with multi-party and multi-sector support. It must have something to say therefore about how we see ourselves, and how we want our children to see themselves, in the 21st century.

The new Curriculum is important for race relations because of the core principles it sets out. There are eight such principles. They are to underpin and inform everything that is taught in schools. Three of them are of particular relevance to race relations:

The first is the Treaty of Waitangi: 'The Curriculum acknowledges the principles of the Treaty of Waitangi, and the bicultural foundations of Aotearoa New Zealand. All students have the opportunity to acquire knowledge of te reo Māori me ōna tikanga'.

The second is cultural diversity: 'The Curriculum reflects New Zealand's cultural diversity and values the histories and traditions of all its people'.

The third is inclusion: 'The Curriculum is non-sexist, non-racist, and non-discriminatory; it ensures that students' identities, languages, abilities and talents are recognised and affirmed and that their learning needs are addressed'.

Throughout the Curriculum students are also to be encouraged to value **diversity**, as found in our different cultures, languages and heritages, **equity**, through fairness and social justice, **community and participation** for the common good, and **respect** for themselves, others and human rights.

The new Curriculum and the positive reactions to it are reassuring for the future of race relations. Somehow, in the midst of the sometimes acrimonious debates we have had about the Treaty and aspects of diversity, we have agreed on some very basic and very important principles. That is both encouraging and timely, because the children who are already in our schools and those who will enter them during the life of the new Curriculum are our most diverse school population ever. Around 40% of New Zealand

school students as at 1 July 2007 were of Māori, Pacific and Asian descent. The proportion for babies born in New Zealand in the year to September 2007 was even higher at 55%. These figures will continue to grow.

The birth statistics also show that while only 10% of all New Zealanders identified with more than one ethnic group in the 2006 census, 25% of babies had more than one ethnicity in the year ending September 2007. Two-thirds of Māori babies and one half of Pacific babies belonged to multiple ethnic groups, as did a third of babies of European, Asian and other descent. We should look ahead therefore in the knowledge that upcoming generations will be living diversity as well as learning about it.

Having agreed as a nation what will be in the school Curriculum, it is opportune to consider the common ground on race relations in the overall public domain as well. Hence the national theme for race relations in 2008, and the title of the draft Statement on Race Relations: Finding Common Ground.

The draft Statement on Race Relations does not purport to be a high level policy document providing the definitive word on race relations. It is only a page long, and it is a tool to promote community discussion. It poses the question of what, in a few words, is the narrative of our race relations and the principles that underpin them. It challenges us to express, not so much what we believe ourselves, but what we think we can all agree on as a community. It can then provide a framework to consider how we are actually doing in terms of those agreed principles.

Public discussion of the Statement will be promoted as part of Race Relations Day in March. It will then be revised in time to be presented to the New Zealand Diversity Forum in August.

Race Relations in 2007: Executive Summary

Race Relations in 2007 records developments in race relations under ten chapter headings. The concluding comments for each chapter are as follows:

ACTION ON DIVERSITY

The most significant development was the completion of the new School Curriculum, with its affirmation of the

Treaty of Waitangi, diversity and inclusion as fundamental principles. The Statement on Race Relations provides an opportunity for further community discussion on race relations in 2008, with an emphasis on 'finding common ground'. Community commitment to diversity and inclusion continues to grow.

TREATY OF WAITANGI

The Waitangi Trust's decision to provide free access to the Treaty grounds was a welcome development. Progress on Treaty claim hearings and settlements continued, although two settlement agreements were challenged at the Tribunal. Increased protection of Māori cultural and heritage values in the sale process for Crown lands was also positive. The adoption of the Draft Declaration on the Rights of Indigenous Peoples by the United Nations marked a significant step forward in the international recognition of the rights of indigenous peoples.

MIGRANTS AND REFUGEES

There are many positive aspects to the Immigration Bill, but concerns remain about some elements. The withdrawal of the security risk certificate from refugee Ahmed Zaoui was a welcome end to a long, drawn out process. Further progress was made on developing and implementing refugee and migrant settlement strategies and programmes.

LANGUAGE

There have been some very positive developments in language diversity, both in schools and in the wider community, particularly in relation to te reo Māori and Pacific languages. The release of a Statement on Language Policy provides a framework for the development of specific strategies for different languages and sectors in the coming year.

MEDIA

Diversity continues to present challenges to the media. The Fairfax intern scheme, in its second year, is proving successful in increasing the diversity of journalism students, but further action is required throughout the sector. The review of the Press Council was a positive development, but the issue of effective standards and remedies with regard to race related matters in the media, including on the internet,

remains on the agenda. The North and South decision by the Press Council and the ALT TV decision by the Broadcasting Standards Authority stand out as two strong decisions on journalistic standards.

RELIGION

New Zealand made a significant contribution to international interfaith dialogue through the Alliance of Civilisations Symposium in Auckland and the Asia Pacific Dialogue on Interfaith Cooperation at Waitangi. At home, the Statement on Religious Diversity provided a framework for discussion of religious diversity and received widespread endorsement. There was a high level of interfaith activity.

ARTS, CULTURE AND HERITAGE

The important role of museums in promoting and celebrating our diverse communities was again evident. New Zealanders continued to celebrate cultural diversity through a multitude of festivals. The growth of Gisborne's Te Unga Mai Festival was an example of how significant episodes in our history can be a spur to an honest process of intercultural understanding and reconciliation.

CIVIL AND POLITICAL RIGHTS

Representation of Māori, Pacific and other ethnic groups on school boards of trustees, local and regional councils and district health boards did not improve significantly in the triennial school trustee and local body elections, and in most cases these groups remain underrepresented. The high rate of Māori imprisonment remains a major concern. The reform of the former Police Complaints Authority and the review of the Police Act were positive developments. The anti-terrorism raids in October provoked both distress and disquiet, and questions about the justification for the raids and the conduct of police remain to be answered through legal processes in 2008.

DISCRIMINATION

Perceptions of discrimination against Asian people, migrants and refugees have continued to track downwards, but ethnicity is still a major ground of discrimination. The number of reported instances of racially motivated attacks was small, but some involved considerable violence and

abuse. There were 414 race related complaints to the Human Rights Commission, with the greatest numbers relating to employment and racial harassment.

ECONOMIC AND SOCIAL RIGHTS

The Social Report and other studies indicated improved outcomes for Māori and Pacific peoples, particularly in employment, but also in education and health. However, significant inequalities remain.

THE FUTURE

In last year's review of race relations, the Commission identified five key challenges for the future. These were:

- Reducing ethnic disparities
- Strengthening the Crown-Maori relationship
- Providing for migration and settlement
- Strengthening relationships between diverse communities, and
- Determining government action on the New Zealand Action Plan for Human Rights

These priorities were broadly reinforced by the United Nations Committee on the Elimination of Racial Discrimination. This year's review indicates that some action has been taken on all of them, but they remain key issues for the future. The Statement on Race Relations will provide a human rights framework for discussing them further in the coming year.

Appreciation

The past year has again been characterised by the many contributions of individuals and organisations to the development and maintenance of positive race relations in New Zealand. The Commission acknowledges all these contributions, and thanks those who have contributed to this report.

Joris de Bres

Race Relations Commissioner

Kaihautu Whakawhanaunga a Iwi



2. Te Takapiringi

Chronology

January

- Parihaka International Peace Festival
- Auckland Settlement Strategy and Settlement Action Plan launched

February

- Waitangi Day, nationwide
- Chinese New Year, nationwide
- Te Roroa Claims Settlement Bill introduced into Parliament
- Whanganui Courthouse transferred to the Pūkaitore Trust on behalf of Whanganui Iwi
- National Interfaith Forum in Hamilton endorses Statement on Religious Diversity
- Te Matatini National Kapa Haka Festival, Palmerston North
- Auckland international arts festival

March

- WOMAD festival, New Plymouth
- ASB Polyfest: annual Auckland secondary schools Māori and Pacific Islands cultural festival, Auckland
- Pasifika Festival, Auckland
- St Patrick's Day, nationwide
- Waitangi Tribunal publishes first report on Te Tau Ihu (Northern South Island) customary rights claims
- Race Relations Day, nationwide
- Māori in the Mainstream curriculum released
- Government Connecting Diverse Communities programme formally launched

April

- Mana Wāhine Week
- Holocaust Research and Education Centre opened in Wellington
- New Zealand Press Council upholds several complaints against North & South magazine

May

- Terms of negotiation signed between Crown and Gisborne iwi
- Immigration Advisers Licensing Act passed
- Te Reo Matatini Māori Medium Literacy Strategy launched
- Statement on Religious Diversity published
- Alliance of Civilisations Symposium held in Auckland
- Asia Pacific Regional Dialogue on Interfaith Cooperation held in Waitangi

June

- Matariki, nationwide
- Waitangi Tribunal releases He Maunga Rongo: the Report on the Central North Island Claims, the first volume of the Te Arawa Settlement Report, and the report on the Tāmaki Makaurau Inquiry
- Māori in the Mainstream language resource Ka Mau te Wehi launched
- Refugee Awareness Week, nationwide

July

- Agreement in Principle signed to settle outstanding historical Ngāti Apa (North Island) Treaty claims
- Revised New Zealand Settlement Strategy and Settlement National Plan of Action launched
- Māori Language Week: Te Wiki o te reo Māori, nationwide
- Vagahau Niue language curriculum launched
- United Nations Committee on the Elimination of Racial Discrimination (CERD) examines New Zealand's periodic report on compliance with the Convention on the Elimination of Racial Discrimination

August

- Agreement signed to transfer Mauao (Mount Maunganui) to the iwi of Tauranga Moana and to recognise the importance of the mountain to Waitaha
- Islam Awareness Week, nationwide
- Bananas NZ going global international conference, New Zealand Chinese Association, Auckland
- Waitangi Tribunal publishes second report on Te Tau Ihu (Northern South Island) customary rights claims
- United Nations CERD Committee releases its concluding observations
- Immigration Bill introduced into Parliament
- Final report released on the Independent Inquiry into Local Government Rates
- Connecting Communities national public engagement process begins
- Annual New Zealand Diversity Forum, Auckland
- Draft Statement on Race Relations released
- Tongan language curriculum launched

September

- Declaration on the Rights of Indigenous Peoples adopted by UN General Assembly
- Agreement in Principle signed on settlement of Te Rarawa historical Treaty claims
- Terms of negotiation signed between Crown and Ngāti Toa Rangatira on Treaty claims
- Deed of Settlement signed between Crown and Tuwharetoa Māori Trust Board, updating the 1992 deed relating to Lake Taupo
- New processes established for the sale of Crown land
- Security Intelligence Service lifts security risk certificate from Algerian refugee Ahmed Zaoui, enabling him to remain in New Zealand
- Rollout of Pacific Recognised Seasonal Employer Work Policy
- Tokelau Mind Your Own Language Resource launched

October

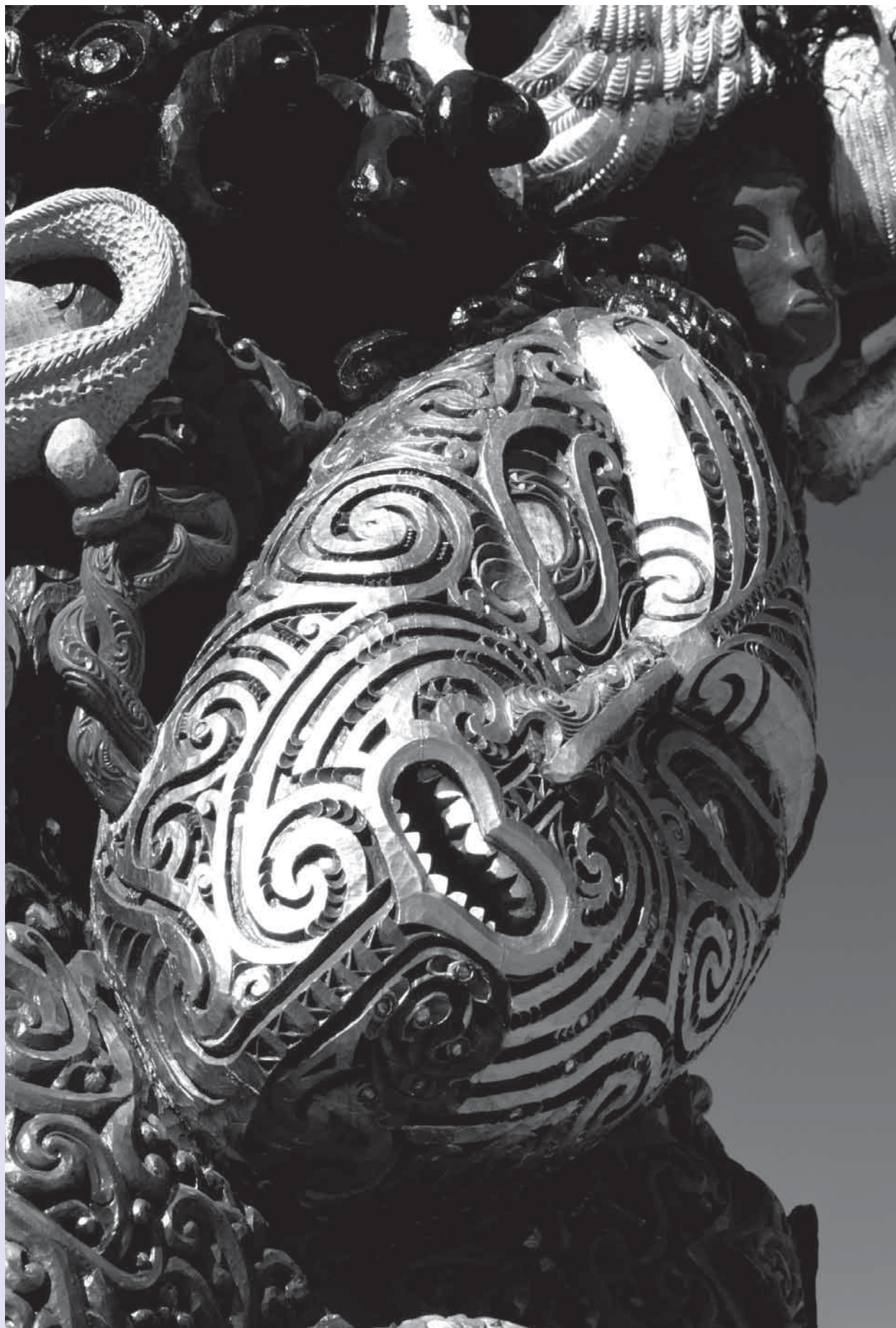
- 2007 Social Report published
- Te Unga Mai Festival, Gisborne
- New Zealand accedes to the UNESCO Convention for the Protection and Promotion of the Diversity of Cultural Expressions
- Police conduct anti-terrorism raids in a number of New Zealand centres, including 'lock down' of the Tuhoë settlement of Ruatoki, 16 are people arrested
- Tagata o le Pasifika exhibition opens at Te Papa
- Broadcasting Standards Authority upholds a complaint regarding Alt TV

November

- New school curriculum launched
- Diwali Festival, nationwide
- Te Marautanga o Aotearoa, draft Māori school curriculum, launched
- Te Waka Umanga Bill introduced into Parliament
- Mauao Historic Reserve Vesting Bill introduced into parliament
- Charges under the Terrorism Suppression Act following the October police raids not approved by the Solicitor General, who recommends that the Act be reviewed by the Law Commission
- Two newspapers publish extracts from police surveillance records relating to the anti-terrorism raids
- Second International Conference on Language, Education and Diversity, University of Waikato
- Draft national languages policy launched
- An independent review recommends wide-ranging changes to the New Zealand Press Council

December

- Agreement in Principle signed to settle Waikato-Tainui's historical Treaty claims to the Waikato River
- Agreement in Principle signed on settlement of Taranaki Whanui (Wellington) Treaty claims
- Policing Bill introduced into Parliament
- Agreement in Principle signed on settlement of Ngāti Kahu ki Whangaroa Treaty claims
- Waitangi Trust announces that entry to the Treaty grounds will be free for New Zealanders from October 2008
- UMR conducts a research poll in December for the Human Rights Commission on people's perceptions and experience of discrimination



3. Mahi ki te Rerekētanga

Action on Diversity

What Happened?

- Race Relations Day was widely observed in March
- The New Zealand Diversity Action Programme continued to grow
- The fourth annual New Zealand Diversity Forum was held in August
- Eleven organisations were acknowledged for outstanding contributions to diversity
- The United Nations reviewed New Zealand's performance in race relations
- The first new school curriculum since 1993 was finalised
- A Building Human Rights Communities in Education initiative was launched
- The Government considered the New Zealand Action Plan for Human Rights and progress was made on its implementation
- A draft Statement on Race Relations was released for discussion
- A Connecting Diverse Communities programme was launched

New Zealand's Ethnic Diversity

New Zealanders identified their ethnicity in the 2006 census as follows:

European	2,609,592	67%
Māori	565,329	14.6%
New Zealander	429,429	11.1%
Asian	354,552	9.2%
Pacific	265,974	6.9%
Other (including MELAA)	36,237	0.9%

The ethnicity of New Zealand children attending primary and secondary school in July 2007 was:

European	436,717	58.3%
Māori	164,021	21.9%
Pacific	69,888	9.3%
Asian	62,867	8.4%
Other (including MELAA)	16,135	2.2%

The ethnicity of New Zealand babies born in the year ending September 2007 was:

European	43,630	69.9%
Māori	18,170	29.1%
Pacific	9,500	15.2%
Asian	6,740	10.8%
Other (including MELAA)	1,750	2.8%

(Note that the figures for live births above reflect a significant increase in multiple ethnicity. While only 10% of all New Zealanders identified with more than one ethnic group in the 2006 census, 25% of babies in 2007 had more than one ethnicity. Two thirds of Māori babies and one half of Pacific babies belonged to multiple ethnic groups, as did a third of babies of European, Asian and other descent.)

Race Relations Day

A wide variety of organisations took part in activities for Race Relations Day, the International Day for the Elimination of Racial Discrimination, held in March. Highlights included:

- An official government reception hosted by the Minister of Ethnic Affairs, including the launch of the Government's Connecting Diverse Communities programme
- The launch of the new curriculum for teaching te reo Māori in mainstream schools
- Multi-ethnic festivals organised by ethnic councils and local government in many centres
- Launch by Orpheus Entertainment of a single by Pauli Fuemana and Lucy Lawless on the Race Relations Day theme, *New Zealand Aotearoa, 4 All of Us*
- Launch of a book on special measures to reduce ethnic disadvantage by Victoria University academic Paul Callister
- Launch of guidelines on special measures to ensure equality by the Human Rights Commission
- Widespread media coverage of the day and local events
- Programmes and events in schools, including the Secondary Schools Race Unity speech competitions
- Launch of a special Diversity Action Programme fair-trade organic coffee by Roasted Addiqtion

New Zealand Diversity Action Programme

The New Zealand Diversity Action Programme is coordinated by the Human Rights Commission and connects organisations that value, encourage and promote cultural diversity and positive race relations in New Zealand.

Participants include community organisations, central and local government agencies, schools and universities, faith communities, media, libraries, museums and many others.

The operation of the Programme is simple: organisations register projects or programmes with the Human Rights

Commission that promote cultural diversity and positive relationships within their own community or organisation, and the Commission profiles each organisation and its project(s) on its website (www.hrc.co.nz/diversity). There is no registration or membership charge. The Commission helps to promote the projects through a monthly newsletter to participants and other publicity. All registrations expire at the end of the calendar year and the Commission contacts all participants about their plans for the following year. Participants are only re-registered if they have new or ongoing projects. Strong partnerships develop between the Commission and participants in many cases.

The Programme continued to grow in 2007, and at year end the number of participating organisations had climbed to 220. Projects registered by participants included community programmes, workshops, cultural events and publications. Among the national events supported by many participants were Waitangi Day, Race Relations Day, Matariki, World Refugee Day, Māori Language Week and the New Zealand Diversity Forum.

Four networks have developed within the Programme: Te Korowai Whakapono for interfaith dialogue, Nga Reo Tangata for media and diversity, Te Waka Reo for language policy and Te Punanga for refugee issues. Participants receive a monthly electronic newsletter and network forums are held as part of the New Zealand Diversity Forum.

New Zealand Diversity Forum

The New Zealand Diversity Forum is the signature annual event of the Diversity Action Programme. The 2007 forum was held in Auckland over four days in August, and included 20 separate forums and events, with an overall attendance of around 2,000. The theme for 2007 was *Aotearoa New Zealand: 4 All of Us*, continuing the focus of Race Relations Day in March. The forum was organised by the Human Rights Commission in association with the Office of Ethnic Affairs, the Auckland City Council, the Auckland Museum and UNESCO, supported by a wide range of other organisations that organised forums on specific topics.

Outstanding Contributions Acknowledged

Eleven organisations were selected from over 200 participants in the New Zealand Diversity Action Programme and acknowledged for their outstanding contributions to diversity at the New Zealand Diversity Forum in August. They were:

CHRISTCHURCH CITY COUNCIL

Christchurch City Council undertook a process to align its wide range of projects and programmes contributing to cultural diversity to all eight of its community goals in the Council's Long Term Community Plan. The goals cover the environment, lifelong learning, prosperity, good governance, inclusion and diversity, community health, safety, recreation and urban design. Major projects this year included the 'diversity season' of events leading up to Race Relations Day in March, the Culture Galore festival, the Ethnic Football festival, the Pacific Pathways World Heritage Week in June, telling the stories of the diverse peoples who have made Christchurch their home, an Outward Bound multi-ethnic course for young people, activities for Matariki and Māori Language Week at Christchurch City Libraries and Around the World Workshops at Christchurch Art Gallery. The Council also supported the Intercultural Assembly and a range of other community initiatives for cultural diversity and community development.

FAIRFAX NEWSPAPERS IN EDUCATION

Fairfax Newspapers in Education (NIE) produced a range of newspapers for schools that promote knowledge, discussion and understanding of diversity in New Zealand. Included this year were newspapers on the Treaty of Waitangi for Waitangi Day, migrants and refugees (as a resource for World Refugee Day), cultural diversity in dance, Kai, Hāngi, Matariki and Ngā Kai o te Moana during their special Māori focus month in June leading up to Māori Language Week, plus additional resources on te reo Māori and tikanga Māori. A further publication, Heavenly Melting Pot, looking at different faiths and beliefs in New Zealand, was

published in November. All newspapers were accompanied by teachers' notes to support the resources.

NEW ZEALAND FEDERATION OF ETHNIC COUNCILS

The Federation and its 16 constituent Ethnic Councils undertake a wide range of activities and projects, including the national multi-ethnic festivals organised throughout New Zealand in conjunction with Race Relations Day in March each year. Some of the biggest festivals, attended by many thousands of people, take place in cities such as Tauranga, Palmerston North, New Plymouth, and Nelson. Local Ethnic Councils also provide a range of membership services and work with local government and communities to support migrant and refugee settlement. The Federation has established special national councils to represent women and youth, sponsor research on migrants, promote volunteering, and provide a national voice for its constituent groups. It has also fostered recent growth through the establishment of new Ethnic Councils in North Shore and Rodney, Counties Manukau, Upper Hutt and Timaru. All constituent councils as well as the Federation are participants in the New Zealand Diversity Action Programme.

VICTORIA UNIVERSITY RELIGIOUS STUDIES PROGRAMME

The Religious Studies Programme produced a directory of faith and interfaith groups to make them more accessible to the public, the media and each other. They co-hosted the now well-established annual interfaith forums at the New Zealand Diversity Forum. The 2006 forum led to the development of the Statement on Religious Diversity by Religious Studies Professor Paul Morris, assisted by an advisory group of faith community and human rights representatives. The Statement, which has undergone widespread public consultation, was published as a booklet in May with the support of the New Zealand National Commission for UNESCO, providing a framework for ongoing public discussion on religious diversity. It has already received the endorsement of a number of major religious groupings and attracted considerable international interest.

NEW ZEALAND JOURNALISTS TRAINING ORGANISATION

Under the leadership of Executive Director Jim Tucker the JTO has made a major effort over the past two years to address issues of diversity in the media. This has included the development of a diversity section on the JTO website, surveys of diversity in the media, a national forum on reporting diversity, and a national tour of journalism schools by international media and diversity expert Professor Arlene Morgan. The JTO has also developed new unit standards on bicultural reporting and diversity reporting. At the 2007 Diversity Forum the JTO launched Pou Kōrero, A Journalist's Guide to Māori and Current Affairs, by veteran journalist Carol Archie.

NEW ZEALAND BAHAI COMMUNITY

The New Zealand Baha'i community has been an active supporter of Race Relations Day since its inception, and each year organises a national speech contest for secondary schools on a race relations topic. The contest has grown each year, and now attracts entries from schools throughout New Zealand in regional contests. The finals are held in conjunction with a race relations youth forum in Auckland in March. Finalists' speeches are broadcast on Radio New Zealand. The Community is also an active supporter of interfaith activities and was represented on the Advisory Group for the development of the Statement on Religious Diversity.

RMS REFUGEE RESETTLEMENT

RMS Refugee Resettlement is New Zealand's national refugee resettlement agency. Since 1976 it has helped more than 40,000 refugees settle in New Zealand, providing a wide range of support services delivered by its professional social workers, cross-cultural workers and trained community volunteers. As part of its public education programme the agency organises activities for World Refugee Day in June, which in 2007 attracted the highest ever level of participation by central and local government and communities throughout New Zealand. Each summer, RMS stages Auckland's International Cultural Festival in

association with the Auckland City Council. The agency was also among the principal sponsors of the Migrating Kitchen exhibition at Pataka Museum in Porirua. RMS Refugee Resettlement is committed to helping former refugees realise their full potential and find a sense of welcome and belonging within Aotearoa New Zealand.

TE TAURA WHIRI I TE REO MĀORI: MĀORI LANGUAGE COMMISSION

Te Taura Whiri i te Reo Māori was established by the Māori Language Act in August 1987 and this year celebrated its twentieth anniversary. In that time, through the initiatives of Māori communities supported by government, there has been a significant turnaround in the status of te reo Māori, as demonstrated by the recently released Te Puni Kōkiri survey on the health of the Māori language. As part of its wide-ranging work, Te Taura Whiri has promoted wider public awareness of and support for te reo Māori through activities surrounding the festival of Matariki in June, Māori Language Week in July, and the Māori Language Week awards in September. Public support for these events has grown dramatically over recent years. Te Taura Whiri also administers the Mā Te Reo fund, which distributes \$1.8 million per annum to support Māori community-based language activities, and will shortly publish Te Matapuna, the first comprehensive mono-lingual dictionary of the Māori language.

VICTORIA UNIVERSITY CENTRE FOR APPLIED CROSS-CULTURAL RESEARCH

The Victoria University Centre for Applied Cross-cultural Research has for the past three years contributed an overview of diversity research for the annual Race Relations Report. The Centre has established a national network of leading researchers in diversity and cross-cultural issues, and a postgraduate student network, in support of the New Zealand Diversity Action Programme's vision of a national diversity research centre. They host a programme of international visitors and organise the annual research forum as part of the New Zealand Diversity Forum. They maintain a website of information about diversity research

and produce a regular newsletter of research and related information for academics, government and community groups.

WAIRUA CONSULTING LTD

Wairua Consulting is a New Zealand based consultancy, research and training company that enables effective and strategic use of new technologies across business, government and civil society. Director Ruth de Souza operates the Aotearoa Ethnic Network which provides daily news and a lively discussion forum on ethnic community issues. She also edits an on line publication, the AEN Journal, which provides more in-depth discussion of current issues affecting ethnic communities. Recent issues of the Journal have focused on the arts, ICT and faith and interfaith issues. The AEN Journal is available free on the internet. Wairua Consulting actively promotes participation in the New Zealand Diversity Action Programme.

OUTWARD BOUND TRUST OF NEW ZEALAND

In February Outward Bound ran their fourth annual three week Southern Cross course for a multi-ethnic group of young Aucklanders in association with the Human Rights Commission. While having many of the characteristics of standard Outward Bound courses, the Southern Cross course includes a mix of Māori, Pacific, Asian, Pakeha and other participants. Learning about each other's cultures and discussing issues of diversity in New Zealand are a special part of the programme. The success of the Auckland course enabled Outward Bound to develop a sister Southern Cross course for Christchurch for the first time in 2007, in association with the Human Rights Commission and the Christchurch City Council. Outward Bound has also, in partnership with Ngāi Tahu, developed Aoraki Bound, a specially tailored three week course within a Ngāi Tahu cultural context available to Ngāi Tahu members, members of other iwi and non-Māori participants. Four Aoraki Bound courses were held in 2007.

United Nations Review of New Zealand Race Relations

The United Nations Committee on the Elimination of Racial Discrimination conducted its five-yearly review of New Zealand's compliance with the Convention on the Elimination of Racial Discrimination in Geneva in August. Representatives from Te Puni Kōkiri, the Ministry of Justice, the Crown Law Office, the Ministry of Pacific Island Affairs and the Office of Ethnic Affairs joined the Ministry of Foreign Affairs in presenting an extensive report and responding to the Committee's questions. The Human Rights Commission was invited by the Committee to participate as an independent commentator, and was represented by the Race Relations Commissioner. The Committee also received reports from a number of civil society organisations: the Aotearoa Indigenous Rights Trust, Action for Children and Youth Aotearoa, the Human Rights Foundation, the Māori Party, the Treaty Tribes Coalition, the Tribal Collective in Tai Tokerau and Peace Movement Aotearoa. In its concluding comments, the Committee welcomed:

- The use of self-identification as the basis for collecting statistical data on ethnicity,
- The adoption of the New Zealand Settlement Strategy and National Plan of Action,
- The New Zealand Diversity Action Programme,
- Progress in the reduction of socio-economic disparities with regard to Māori and Pacific communities,
- The significant improvement in the status of the Māori language, and
- The increase in the 2007 Budget for the New Zealand Human Rights Commission.

The Committee recommended that the New Zealand Government:

- Take steps to implement the New Zealand Action Plan for Human Rights,
- Promote continued public discussion on the constitutional status of the Treaty of Waitangi and its place in legislation,
- Ensure that the Treaty is incorporated into legislation where relevant,

- Ensure that affected communities participate in any review of targeted policies and programmes, and inform the public about the importance of special measures to ensure equality,
- Ensure that the cut-off date for lodging historical Treaty claims does not unfairly bar legitimate claims,
- Consider granting the Waitangi Tribunal legally binding powers of adjudication and increase funding for the Tribunal,
- Further engage with the Māori community on the foreshore and seabed,
- Include references to the Treaty in the new New Zealand Curriculum,
- Increase efforts to address the over-representation of Māori and Pacific people at every stage of the criminal justice system,
- Ensure that schools are open to all undocumented children,
- Put an end to the detention of asylum-seekers in correctional facilities, and ensure grounds for refusing asylum-seekers are consistent with international standards,
- Collect statistical data on complaints, prosecutions and sentences for racially motivated crimes, and
- Adopt pro-active measures to improve access to procedures for complaints about racial discrimination.

The Committee asked for a report back in 12 months on four of these issues: incorporation of the Treaty into domestic legislation and the fate of the Principles of the Treaty of Waitangi Deletion Bill; the need for renewed dialogue on the Foreshore and Seabed Act; the place of the Treaty in the school curriculum, and access to education for all undocumented children. By year end, the Principles of the Treaty of Waitangi Deletion Bill had been rejected by Parliament, the Treaty of Waitangi had been included as a key principle in the new school curriculum, and the Immigration Bill, which provides for access to education for undocumented children, had been introduced into Parliament.

New School Curriculum

A new School Curriculum was launched by the Ministry of Education in November, following three years of development and consultation. It was the first revision of the Curriculum since 1993. Over 15,000 people were involved in the consultation process, and 10,000 submissions were received. The Curriculum sets out eight core principles, which are to underpin and inform everything that is taught in schools. They include:

Treaty of Waitangi: The Curriculum acknowledges the principles of the Treaty of Waitangi and the bicultural foundations of Aotearoa New Zealand. All students have the opportunity to acquire knowledge of te reo Māori me nā tikanga.

Cultural diversity: The Curriculum reflects New Zealand's cultural diversity and values the histories and traditions of all its people.

Inclusion: The Curriculum is non-sexist, non-racist, and non-discriminatory; it ensures that students' identities, languages, abilities and talents are recognised and affirmed and that their learning needs are addressed.

The Curriculum also sets out values that are to be fostered throughout the Curriculum and in the school community. These include:

- **diversity**, as found in our different cultures, languages and heritages,
- **equity**, through fairness and social justice,
- **community and participation** for the common good, and
- **respect** for themselves, others and human rights.

For the first time, the Curriculum gives full recognition to te reo Māori as well as New Zealand Sign Language as official languages of New Zealand and recognises the special importance of Pacific languages as languages of our region. Also for the first time, a new learning area, learning languages, was added to the core Curriculum so that all New Zealand children will have the opportunity to become bilingual or multilingual.

International Education Agenda

An International Education Agenda: A Strategy for 2007-2012 was released by the Ministry of Education in September. It has four goals:

1. New Zealand students are equipped to thrive in an interconnected world
2. International students are enriched by their education and living experiences in New Zealand
3. Domestic education providers are strengthened, academically and financially, through international linkages
4. New Zealand receives wider economic and social benefits

The first goal envisages that:

- New Zealand students will have well developed global knowledge, especially of Asia and the Pacific rim
- They understand and respect other cultures and contribute to the good of national and international communities
- They have the skills to succeed in multicultural and multilingual settings, both at home and overseas
- They are enterprising and outward looking with their identity as New Zealanders being strengthened by their international experiences and interactions.

Short term priorities to achieve this goal include the development of resources that help teachers to incorporate authentic international content and perspectives into course delivery, particularly in relation to Asia and the Pacific rim, and to develop a strategy for languages in schooling.

Building Human Rights Communities in Education

Building Human Rights Communities in Education is a broad collaborative initiative that seeks to involve all key stakeholders in education. It is sponsored by Amnesty International, the Office of the Children's Commissioner, the Development Resource Centre, the Human Rights Commission and the Peace Foundation. By using a whole-school approach the initiative aims to educate young people, teachers and staff of early childhood centres and schools

about the United Nations Convention on the Rights of the Child and the Universal Declaration of Human Rights. The Initiative involves schools and early childhood centres becoming communities where human rights and responsibilities are known, promoted and lived. A report including case studies of good practice in early childhood centres and schools in New Zealand was released in May. The initiative will be of particular relevance as the new school Curriculum, with its focus on diversity and human rights, is implemented over the next two years.

Libraries and Diversity

A national forum on public libraries and diversity was hosted by Waitakere City Libraries as part of the New Zealand Diversity Forum in August. The forum included a workshop on Developing A Diversity Action Plan facilitated by Anne Hall, Library Manager of Fairfield City Council - one of the most ethnically diverse cities in Australia. During the workshop each participant developed an action plan that identified a goal focusing on a selected community, and then defined specific steps required to undertake out-reach programmes, collection development and training. The other keynote speaker was Oriana Acevedo, Multicultural Consultant, State Library of NSW, who spoke on Developing a Multicultural Collection Policy.

A multicultural librarians electronic discussion list was established by Christchurch City Libraries as proposed by the 2006 forum, to enable members to exchange news, views and information, to discuss new ideas and initiatives and to tap into the collective expertise of members. Libraries throughout the country continued to be active in promoting diversity, both through community events (including Waitangi Day, Race Relations Day, Matariki, World Refugee Day and Māori Language Week) and in developing resources and improving access for the diverse communities they serve.

Holocaust Research and Education Centre

A Holocaust Research and Education Centre was opened in April by the Governor General at the Wellington Jewish Community Centre. The opening included a ceremony to mark Holocaust Remembrance Day and was attended by

several hundred people including government and local government representatives and leaders of other faiths. The aim of the Centre is to collect and record the stories of Holocaust survivors who fled Hitler's Europe and came to Wellington and made new lives here, and to tell these stories in ways which will inspire following generations, of both Jewish and other faiths, to combat intolerance wherever it occurs and to respect the dignity of the lives of every man, woman and child. The material collected will be digitised and made available on the internet, and school groups will be invited to visit the centre.

New Zealand Action Plan for Human Rights

The New Zealand Action Plan for Human Rights was published by the Human Rights Commission in March 2005, pursuant to a specific statutory function under the Human Rights Act. Although the Commission and other organisations have been working on the priority actions since then, the Government did not formally consider the Action Plan until July 2007. The Cabinet directed Chief Executives of government departments to consider the priorities in the Action Plan as part of their normal business, to respond to requests for information from the Human Rights Commission in a timely manner and to identify work meeting the Action Plan priorities in their Statements of Intent, Annual Reports and other organisational documents. The aim is to encourage a continuing dialogue between the Human Rights Commission and government departments.

The Action Plan contains a section on race relations, which identifies five areas for priority attention. These are:

- social and economic equality (special measures)
- the rights of indigenous people
- language
- migrants and refugees, and
- cultural diversity.

Progress in addressing the race relations priority actions is outlined in Appendix 1 of this report.

Statement on Race Relations

A draft Statement on Race Relations was launched at the New Zealand Diversity Forum in August 2007. It seeks to provide a human rights framework for community dialogue on race relations. It is intended as a discussion starter rather than a comprehensive statement. It follows on from the Statement on Religious Diversity which was launched at the New Zealand Diversity Forum in 2006. The Statement is being further revised in response to feedback and will be used as a focus for discussion for Race Relations Day in March 2008, on the theme of *Finding Common Ground*. A final version, taking into account the outcomes of public discussions, will be presented to the 2008 Diversity Forum. The current text of the draft Statement is as follows:

COMMON GROUND ON RACE RELATIONS

Aotearoa New Zealand is an increasingly diverse society, with a national identity that draws on its bicultural roots, its many different cultures and its location in the Asia-Pacific region.

Maori were the original inhabitants. They are the tangata whenua, the people of the land. The language and culture of Maori are unique to these islands and are interwoven with the landscape.

From the 19th to the mid 20th century the majority of migrants came from Britain and Ireland. They were followed more recently by people from continental Europe, the Pacific and Asia, and also, in smaller numbers, from Africa, the Middle East and the Americas.

The foundations for race relations in New Zealand were laid at the signing of the Treaty of Waitangi in 1840 between representatives of Māori and the British Crown. The Treaty provided for kāwanatanga, a unified government, rangatiratanga, a guarantee of the existing rights of Māori as the indigenous people, and rite tahi, equality of all before the law. The Treaty was often breached by subsequent governments, and this has had lasting cultural, social and economic effects on Māori. The process of acknowledging these wrongs, and putting them right, continues.

Alongside the Treaty of Waitangi, international treaties uphold the equal rights of all, including freedom from discrimination on the grounds of race, colour, and ethnic or national origins. These rights are set out in the Universal Declaration of Human Rights, the International Covenants on Civil, Political, Economic, Social and Cultural Rights, the Convention on the Elimination of Racial Discrimination and other treaties. They are affirmed in domestic law, in the New Zealand Bill of Rights Act, the Human Rights Act and other legislation.

RIGHTS AND RESPONSIBILITIES

All New Zealanders, in upholding and exercising their own rights and freedoms, have a responsibility to respect and uphold the rights and freedoms of others and to contribute to harmonious relationships between the diverse individuals and groups that make up New Zealand society.

TANGATA WHENUA

Māori are the tangata whenua of Aotearoa New Zealand. They are entitled to active protection of their indigenous rights including language, culture, lands and resources.

FREEDOM FROM DISCRIMINATION

Discrimination on the basis of race, colour, ethnic or national origins is unlawful. All people in Aotearoa New Zealand have the right to protection from such discrimination and to appropriate remedies if they experience it.

FREEDOM OF EXPRESSION

People are free to speak their mind, but not to incite racial hostility. People of diverse ethnicities, cultures and beliefs are entitled to be represented and given voice in the media in an accurate, balanced and fair manner.

SAFETY

All people have the right to safety of their person and of their private and communal property. Hateful acts including racial abuse, racial assault and damage to property are criminal offences.

PARTICIPATION

Aotearoa New Zealand seeks to be an inclusive society in which people of all ethnicities, cultures and beliefs can participate and be heard. People are entitled to be consulted and involved in decisions that affect them, and to be represented in all branches and at all levels of government.

EQUAL OPPORTUNITIES

Access to work, education, health services, housing, justice, and goods and services should be available to all on an equal basis. Where social and economic inequalities exist between different ethnic groups, those that are disadvantaged are entitled to temporary special measures to achieve equality.

SETTLEMENT

Migrants and refugees have the same rights as other New Zealanders, with few exceptions depending on their residence and citizenship status. They are entitled to support from government and the community to settle and integrate successfully.

EDUCATION

All children should be equipped for life in a diverse society through the curriculum and culture of their school, including recognition of their own language, culture and beliefs, knowledge of the cultures and beliefs of others, and respect for the rights of all.

CULTURAL DIVERSITY

All people have the right to practice their own culture, speak their own language and to observe their own religion or belief. The diversity of New Zealanders' origins, cultures and beliefs is an important social, economic and cultural asset.

Connecting Diverse Communities

Connecting Diverse Communities is a whole of government project led jointly by the Ministry of Social Development and the Office of Ethnic Affairs. It seeks to draw together and better coordinate both new and existing initiatives across many agencies to promote social cohesion and stronger relationships between New Zealand's diverse ethnic, religious and cultural groups. The work programme is organised around five areas:

- Strengthening intercultural relations
- Addressing discrimination and promoting respect
- Improving connections with cultural identity
- Capacity building and community development
- Building the knowledge base

Although work had been underway since 2006, the programme was formally launched on Race Relations Day in March. By the end of the year it included over 70 initiatives, either ongoing or in development. An example of such an initiative was the TEAM UP campaign which provides materials to support and empower parents (including migrant and refugee families) while their children attend early childhood education and school. Work also started on the establishment of an Interpreting and Translating Services Policy Unit in the Department of Internal Affairs.

As part of the Connecting Diverse Communities project, 16 community forums were held from August to November in centres around New Zealand to find out:

- what people think contributes to social cohesion
- how communities create, maintain or strengthen their sense of identity and belonging in New Zealand
- what local initiatives are in effect, and
- what Government and others can do to create and maintain social cohesion.

On average, about thirty people from a range of ethnicities and government and non-government organisations attended each of the community forums. Two of the meetings were dedicated specifically to youth and another to members of the gay, lesbian, transgender and intersex community.

Statistical Profiles and Publications

QUICKSTATS

Statistics New Zealand launched a series of QuickStats publications in March and April, including *QuickStats about Māori* and *QuickStats about Culture and Identity*. These were followed in August by *Pacific Profiles: 2006*, a series of seven reports, based on the results of the 2006 Census. Each profile provides detailed information for the seven largest Pacific ethnic groups in New Zealand: Samoans, who make up the largest proportion (49%); Cook Island Māori (22%); Tongans (19%); Niueans (8%); Fijians (4%); Tokelauans (3%); and Tuvaluans (1%). The profiles highlight trends within each Pacific ethnic group and analyse each group's New Zealand-born and overseas-born populations. All seven Pacific ethnic groups have very youthful populations, with a large proportion under 15 years, and only a very small proportion over 65 years. This distinctive age structure contributes to many of the differences in outcomes between Pacific peoples and the total New Zealand population, which has an older age structure.

HISTORIES OF INDIAN MIGRANTS

The contribution of Indian people to New Zealand was highlighted by the publication of two books in 2007. *Indians in Pukekohe* by the late Uka Chhiba, a Gujarati, was launched in February. It presents a candid history of the challenges and triumphs for the first Indian settlers and those that followed in the market gardening district south of Auckland. *Indian Settlers: The Story of a New Zealand South Asian Community*, by Dr Jacqueline Leckie, traverses the Indian diaspora to New Zealand from 1890 to about 1980. It was launched by the Governor General at Parliament in November as part of the Diwali celebrations.

MĀORI-CHINESE IDENTITY

Jade Taniwha: Māori-Chinese Identity and Schooling in Aotearoa, by Jenny Bol Jun Lee, was published in June. It is an insightful and often deeply personal account of Māori-Chinese identity in Aotearoa New Zealand. At the heart of the work are the accounts of four Māori-Chinese New Zealanders, recollecting experiences of identity through

the lens of schooling. The book recounts how the identity of this unique cultural group is the result of a fascinating history on the margins of mainstream New Zealand society, one often intersected by racism, exclusion and colonialism. Lee, who is of Ngāti Māhuta (Waikato) descent, as well as Zhong Shan and Taishan Chinese ancestry, reveals that Māori-Chinese draw strength from their different traditions, taking pride in their unique identity while moving between the different worlds of Chinese, Māori and 'mainstream' New Zealand.

PORTRAITS 2, CULTURAL DIVERSITY

The Office of Ethnic Affairs published a booklet titled *Portraits 2, Cultural Diversity*, accompanied by a Dialogue Kit. The kit takes the form of photographs, stories and dialogue cards which prompt discussion on issues varying from ancestry to the benefits of diversity. People's life stories, as reflected in the Portraits booklet, are backed up by oral histories, many of which will be lodged in the National Oral History Archive in 2008.

Comment

The most significant development was the completion of the new School Curriculum, with its affirmation of the Treaty of Waitangi, diversity and inclusion as fundamental principles. The Statement on Race Relations provides an opportunity for further community discussion on race relations in 2008, with an emphasis on 'finding common ground'. Community commitment to diversity and inclusion continues to grow.

4. Te Tiriti o Waitangi Treaty of Waitangi

What Happened?

- The Waitangi Trust announced that entry to the Treaty grounds will be free for New Zealanders from October 2008
- The Waitangi Tribunal produced five reports on Treaty claims relating to Te Tau Ihu (the Northern South Island) (two reports), He Maunga Rongo (the Central North Island), Tāmaki Makaurau, and the Affiliate Te Arawa Settlement, concluded hearings on the indigenous flora and fauna claim and continued work on other claims.
- Two terms of negotiation were signed by the Crown, with Gisborne iwi and with Ngāti Toa Rangatira
- Five Agreements in Principle were signed by the Crown, with Ngāti Apa (North Island), Te Rarawa, Waikato-Tainui, Taranaki Whanui and Ngāti Kahu ki Whangaroa
- The Whanganui Courthouse was transferred to the Pūkaitore Trust on behalf of Whanganui Iwi
- An Agreement was signed to transfer Mauao (Mount Maunganui) to the iwi of Tauranga Moana and to recognise the importance of the mountain to Waitaha
- A Deed of Settlement was signed between Crown and Tuwharetoa Māori Trust Board, updating the 1992 deed relating to Lake Taupo
- The Waka Umanga (Māori Corporations) Bill was introduced to Parliament
- Nine groups pursued customary rights orders under the Foreshore and Seabed Act, and three groups were engaged in negotiations for territorial customary rights
- Ten iwi were approved as Mandated Iwi Organisations by Te Ohu Kaimoana in 2007, bringing the total to 47 at the end of the year
- Government established new processes for the sale of Crown land after a review prompted by land protests

- **The United Nations adopted the Declaration on the Rights of Indigenous Peoples**

Free Entry to the Treaty Grounds

The Waitangi National Trust announced in December that New Zealanders would be allowed free access to the Treaty Grounds from October 2008. The area includes the house where the Treaty of Waitangi was signed in 1840, and was part of the farm of James Busby when the property was purchased by the then Governor-General, Lord Bledisloe and Lady Bledisloe in 1931. Their vision was to create a national memorial on the property and they gifted it to the specially created Waitangi Trust in 1932, with the proviso that the 506 hectare estate be held in trust for all New Zealanders for all time.

At the wish of the Bledisloes the Trust Board includes government representation as well as representatives of families, both Māori and Pakeha, who were involved in the signing of the Treaty. The Trust operates under an Act of Parliament, but many of its activities are still empowered by the deed dating back to the time of the Bledisloes' gift.

A new \$14.5 million visitor centre is proposed for the site, to be paid for from previous surpluses and a grant from the ASB Trust, as the Trust deed does not allow it to borrow money. The facilities are planned to be open by 2010.

Treaty Claims and Settlements

WAITANGI TRIBUNAL

The Waitangi Tribunal is an independent commission of inquiry that makes findings and recommendations on claims brought by Māori relating to actions or omissions of the Crown that are alleged to breach the Treaty of Waitangi.

The Tribunal published five reports in 2007. *He Maunga Rongo: the Report on the Central North Island Claims* concluded the first stage of the Tribunal's large-scale inquiry into over 120 claims, in a region stretching from the Bay of Plenty coast to south of Lake Taupo and including most of the Kaingaroa Forest. In its five-volume report on this region, the Tribunal made broad findings on generic issues shared by most claimants and recommended that the claims could now be settled without further inquiry.

The Tribunal made findings of serious Treaty breaches, including a Crown failure to provide for Māori Treaty rights of autonomy and self-government. The principal breach found by the Tribunal was the Crown refusal to accord legal powers to central North Island Māori institutions so that the tribes could govern themselves, manage their lands collectively and have their fair say in state decision-making on social, economic, environmental and regional development. Instead, the Crown insisted on the individualisation of customary title by a state-created court presided over by settler judges. The resultant title system continued to deprive central North Island Māori of much control of and benefit from their lands throughout the twentieth century. The Tribunal also found serious Treaty breaches in respect of Māori right of development and their rights over all-important waterways and geothermal resources in the central North Island.

The *Northern South Island Tribunal* issued two preliminary reports on the Crown's treatment of customary rights. The first report was issued in March on the inquiry district. This was followed by a second report in August on claimant interests in the Ngāi Tahu settlement area. Covering 31 claims, the Tribunal found in its first report that the Crown failed to investigate customary rights properly or work in partnership with tribes to determine the correct right-holders and mechanisms for alienating land. As a result, the Crown committed significant Treaty breaches in resolving the New Zealand Company purchases of land and, in its own vast purchases from Northern South Island (Te Tau Ihu) tribes, failed to identify all right-holders or obtain their full and free consent. The Tribunal's second report in August found that six Te Tau Ihu iwi had customary rights in the Ngāi Tahu statutory takiwa, overlapping the acknowledged rights of Ngāi Tahu. The Crown failed to deal properly with their rights in the nineteenth and twentieth centuries and the Tribunal recommended that the Crown should negotiate a settlement with Te Tau Ihu iwi.

The Tribunal conducted two urgent inquiries into Crown settlement negotiation policy and practice. The *Tāmaki Makaurau Report* in June examined policy and practice regarding the Crown's negotiations with Ngāti Whātua o Ōrakei, and particularly its process for dealing with other

claimant groups in the Tāmaki Makaurau (Auckland) area. It found that 'the Crown's mode of dealing' with other tangata whenua had left them 'uninformed, excluded, and disrespected', with no clear evidence that the interests of those groups had been properly assessed and taken into account. This breached the Crown's duty to act reasonably, honourably, and in good faith, and also its duty of active protection. The Tribunal recommended that the settlement with Ngāti Whātua o Ōrakei be held in abeyance pending the outcome of negotiations with other tangata whenua groups in the area.

The *Te Arawa Settlement Report* was issued in two parts in June and July and made findings that the Crown's processes for engaging with claimants whose interests overlapped with those of the Affiliate Te Arawa Iwi and Hapū (with whom it had negotiated a Treaty settlement) were seriously flawed. In respect of commercial redress, comprising 51,000 hectares of Crown forest land, the Tribunal made findings that the Crown had failed to engage fully with overlapping claimants and that there were inadequacies in the Crown's approach to assessing the sufficiency and appropriateness of the Crown forest lands remaining for use in future Treaty settlements. The Tribunal also found that the Crown had breached the Treaty by including in the deed a provision where the Crown was to receive the accumulated rentals from certain forest lands included in the settlement. The Tribunal recommended that the Affiliate Te Arawa settlement be delayed to allow time for a forum of Central North Island iwi and other affected groups to establish guidelines for the allocation of Crown forest lands.

The Tribunal's major inquiry into the Indigenous Flora and Fauna and Māori Intellectual Property claim completed its hearings in June 2007. The Tribunal is currently preparing its report.

Most of the Tribunal's work focuses on district inquiries into historical and contemporary claims. As at 31 December 2007, the Tribunal was preparing or conducting nine inquiries across 13 of its 37 districts nationwide. It has previously completed inquiries and issued reports on 14 districts, and one district has been settled without inquiry. To date, 38% of districts covering 66% of New Zealand's land area have completed Tribunal inquiries, while another 35%

of districts covering 23% of New Zealand's land area are under Tribunal action.

The Tribunal received a funding increase of 25% per year in the 2007 Budget, an increase of \$7.7 million over the next four years. The Tribunal received 92 historical and contemporary claims in 2007, of which 15 related to the Te Arawa and Tāmaki Makaurau settlements. The deadline for the lodgement of historical claims is 1 September 2008.

TREATY SETTLEMENTS

The Office of Treaty Settlements is responsible for negotiating Treaty of Waitangi settlements and oversees their implementation, including managing a landbank of settlement properties. Milestones in 2007 were:

- The introduction into the House of the Te Rōroa Claims Settlement Bill in February to implement the Te Rōroa Deed of Settlement. The Bill records the acknowledgements and apology offered by the Crown to Te Rōroa and gives effect to the Deed of Settlement in which the Crown and Te Rōroa agree to a final settlement of all the Te Rōroa historical claims. The Crown acknowledges its failure to deal with the grievances of Te Rōroa in an appropriate way and that its actions were prejudicial and caused alienation, division, and spiritual and emotional pain to Te Rōroa. The Crown also acknowledges its breaches of the Treaty of Waitangi and its principles. The Bill states that 'The Crown profoundly regrets its breaches of Te Tiriti o Waitangi/the Treaty of Waitangi and its principles as detailed above and seeks to atone for those breaches'. The Bill passed its second reading in June, but awaited a third reading at year's end.
- The signing of Terms of Negotiation in May between the Crown and Gisborne iwi.
- The signing of an Agreement in Principle in July to settle the outstanding historical Treaty claims of Ngāti Apa. The Crown and Ngāti Apa will develop a detailed Deed of Settlement, which will be subject to ratification by its members before being signed and implemented through legislation in 2008-2009.
- The signing of an Agreement in Principle in September to settle the historical Treaty claims of Te Rarawa. The proposed settlement includes financial redress of

\$20 million and sites of cultural and historical significance totaling 300 hectares.

- The signing of Terms of Negotiation in September between the Crown and Ngāti Toa Rangatira.
- The signing of an Agreement in Principle in December to settle Waikato-Tainui's historical Treaty claims to the Waikato River. The agreement proposes a new management structure for the river to promote its health and wellbeing.
- The signing of an Agreement in Principle in December on the settlement of Taranaki Whānui (Wellington) Treaty claims, including financial redress of \$25 million, Crown properties in central Wellington and a number of culturally significant sites.
- The signing of an Agreement in Principle on the settlement of Ngāti Kahu ki Whangaroa Treaty claims. The proposed settlement includes the return of Stony Creek Station and adjacent land blocks, a total land area of approximately 3000 hectares.
- Supporting central North Island iwi on proposals for a collective approach to claims over Crown forest land in the region. The collective initiative is led by Ngāti Tuwharetoa Ariki Tumu te Heuheu, and includes a number of iwi with interests in licensed Crown forest land, including Ngāti Tuwharetoa, Ngāti Tuhoē, and those Te Arawa Iwi and Hapu who are not covered by the Affiliate Te Arawa settlement.

Other initiatives returning land to Māori outside of settlement negotiations included:

- The signing of a Deed of On-account Settlement in February, which transferred the deed of the Whanganui Courthouse to be vested in the Pakaitore Trust on behalf of the Whanganui Iwi.
- The signing of a Deed of Settlement in September in relation to Lake Taupo. The deed updates a 1992 deed which vested ownership of the bed of Lake Taupo (including the Waikato River to Huka Falls and tributaries flowing into the lake) with the Tuwharetoa Māori Board while guaranteeing public access. The deed includes Crown payment to the Trust and licensing agreements for commercial uses of Lake Taupo.

Bills and legislation relating to Treaty and indigenous rights

TREATY OF WAITANGI REMOVAL OF CONFLICT OF INTEREST AMENDMENT BILL

The Treaty of Waitangi Removal of Conflict of Interest Amendment Bill was introduced to Parliament as a New Zealand First Private Member's Bill in October 2006, and had its first reading in June 2007. The Bill seeks to amend the Treaty of Waitangi Act by removing the ability of Judges of the High Court or Māori Land Court to serve simultaneously as members of the Waitangi Tribunal. The Bill was referred to the Justice and Electoral Select Committee in June. At that time the Government was in the process of commissioning an independent review of the appropriateness of the Chairperson of the Waitangi Tribunal also serving as the Chief Judge of the Māori Land Court, in accordance with its Confidence and Supply agreement with New Zealand First. On being informed that an independent inquiry was already in train, the Justice and Electoral Committee deferred its consideration of the Bill until the completion of this review. The Committee will be advised of the outcome of the review in February 2008 and is due to report the Bill back to the House at the end of March 2008.

PRINCIPLES OF THE TREATY OF WAITANGI DELETION BILL

The Principles of the Treaty of Waitangi Deletion Bill was a Private Member's Bill sponsored by New Zealand First that sought to remove references to the principles of the Treaty of Waitangi from legislation. It was introduced to Parliament in 2006 and referred to the Justice and Electoral Select Committee. There was little support for the Bill in public submissions and the Select Committee concluded that its passage would have a negative impact on the relationships between Māori and the Crown. Parliament rejected the Bill in November.

WAKA UMANGA (MĀORI CORPORATIONS) BILL

The Waka Umanga (Māori Corporations) Bill was introduced into Parliament in November and referred to the Māori Affairs Select Committee. The aim of the Bill is to provide for the establishment of new legal entities by tribal groups

Presbyterian Church Returns Land to Maungapohatu hapu

At a ceremony at Maungapohatu in the Urewera in August, the Presbyterian Church returned the title of a property there to the local hapu. There had been intermittent negotiations for the return of the land between Te Aka Puaho (the Presbyterian Māori Synod) and the Church Property Trustees since 1991. The property was originally part of a 60 acre Mapou Papakainga block that belonged to the people of Maungapohatu, with ownership residing with the hapu rather than any individual. The Crown purchased part of this Papakainga block in 1923 and sold it to the Presbyterian Church for 10 pounds in 1927.

With the consent of Tuhoē prophet Rua Kenana, The Rev John Laughton started a mission and school on the land in 1918, both of which operated until 1950, after which the buildings gradually fell into disrepair. The property will be restored to maintain its unique character, with uses under consideration including housing, a school, Kohanga reo and retreat centre.

or Māori associations. These entities may be structured to meet the organisational needs of tribal groups and other Māori associations that manage communal assets, including assets acquired as a result of Treaty settlements.

The Bill arose out of policy proposals completed by Te Puni Kōkiri during 2004 for a new statutory governance model for Māori collectives and received further impetus from the publication of a Law Commission report in 2006: *Waka Umanga – a Proposed Law for Māori Governance Entities*. The Law Commission sought feedback on the report, and while there was general agreement around the broad framework of the proposed legislation, Māori groups expressed a need for more detailed information in order to assess the impacts on their particular situations. A draft Bill was developed, and Te Puni Kōkiri undertook further targeted consultation with key stakeholders including iwi and Māori organisations and the legal and business sectors

in June and July. Te Puni Kōkiri then presented a paper to Cabinet in August reporting on the outcome of consultation and final policy proposals were approved by Cabinet in October.

MAUAO HISTORIC RESERVE VESTING BILL

An agreement was signed in August to transfer Mauao (Mt Maunganui) to the iwi of Tauranga Moana and recognise the importance of the mountain to Waitaha. The Mauao Historic Reserve Vesting Bill was introduced into the House in November, giving effect to the transfer of Mauao to a trust on behalf of three Tauranga iwi: Ngāi Te Rangi, Ngāti Ranginui and Ngāti Pukenga. Under the agreement, the Tauranga City Council will continue to manage the historic reserve.

THE MĀORI PURPOSES BILL (NO 2)

A Māori Purposes Bill is a bill that amends one or more Acts relating to Māori Affairs, or deals with authorisations, trusts and validations in respect to Māori land and property.

On 13 December 2007, the Māori Purposes Bill (No 2) received its first reading and was referred to the Māori Affairs Committee. The Bill comprises amendments to the Maniapoto Māori Trust Board Act 1988, the Māori Trust Boards Act 1955, the Treaty of Waitangi Act 1975 and Te Ture Whenua Māori Act 1993. The Committee is scheduled to report back to the House on the Bill by March 2008.

Among these amendments is a proposal to increase the statutory cap on the membership of the Waitangi Tribunal from 16 to 20. This amendment seeks to provide the Tribunal with the level of human resources and expertise it requires to meet an increasing workload.

The Bill also includes an amendment which will give effect to a new deed of agreement reached between the Tūwharetoa Māori Trust Board and the Crown, in relation to Lake Taupo. The amendment replaces a previous revenue-sharing arrangement between the parties with a one-off payment of \$9.865 million and a new annual payment of \$1.5 million to be made by the Crown to the Trust Board.

Additionally, the Māori Purposes Bill (No 2) contains a number of minor amendments which seek to correct or update various pieces of legislation. For example, the Bill

will repeal orders which are now redundant, correct spelling, provide for better statutory consistency between two Acts and improve the clarity of another.

THE MĀORI TRUSTEE AND MĀORI DEVELOPMENT AMENDMENT BILL

The Māori Trustee and Māori Development Amendment Bill was introduced to the House on 23 November 2007. The Bill establishes the Māori Trustee as a stand-alone organisation, separate from Te Puni Kōkiri. The Bill also requires the Māori Trustee to review interest paid on money held in the Common Fund, taking market rates into account. Consultation with Māori on these proposals and associated changes took place in August and September 2007 and were widely supported.

In a development since consultation, and consistent with the views expressed that the Māori Trustee should place more emphasis on Māori development, the Bill will also establish an independent statutory corporation with the principal function of furthering Māori development by building on the potential of Māori resources. A fund will be established to enable the new statutory body to perform its role. Initially, a contribution of \$35 million will be transferred from the Māori Trustee's General Purposes Fund. There will also be a significant contribution from the Crown and, potentially, contributions from other bodies.

The Bill is expected to have its first reading in February 2008, and the proposed legislative amendments are intended to come into effect in July 2008.

CORONERS ACT 2006

The 2006 Coroners Act came into force in July. The new Coronial Service set up under the Act includes an Office of Chief Coroner, with a Chief Coroner and 14 regionally based full-time Coroners. It seeks to address concerns that the previous system did not adequately account for different cultural beliefs and sensitivities, particularly those of Māori (such as issues regarding timeliness of the return of bodies to families, the treatment of the body and the removal and retention of body parts). The Act introduces significant changes to the coronial process, more consistency and clarity across the service and greater acknowledgement of families' cultural and spiritual needs.

The Ministry of Justice consulted extensively with Māori on the implementation of the Act. To help Coroners understand the cultural needs of Māori, basic Tikanga training was included in the new Coroners' orientation and induction training programme.

Foreshore and Seabed

Nine applications have been made to the Māori Land Court for customary rights orders pursuant to the Foreshore and Seabed Act 2004.

Four of the nine applications have been publicly notified and the first judicial conferences held to co-ordinate the collection of the relevant information. They are Whakatōhea (east coast of the North Island), Te Makati whanau (South Otago coast of the South Island), the Kanihi-Unutahi me ētahi hapū (South Taranaki) and Ngāti Pāhauwera (north of Hawkes Bay). The Ngāti Pāhauwera application was scheduled to be heard in February 2008.

Three of the nine applications were in the preliminary stages of public notification and two were dismissed by the Court.

Negotiations on claims to territorial customary rights continued between the Crown and representatives of Te Runanga o Ngāti Porou (on behalf of certain hapū of Ngāti Porou) and Te Runanga o Te Whānau (on behalf of the hapū of Te Whānau-a-Apanui). The parties to the negotiations signed Statements of Position and Intent in September 2005 that set out progress on negotiations, issues requiring further negotiation and the agreed approach for further negotiations. The parties continued to work through the issues that require further negotiation with a view to reaching an agreement in 2008.

The Government also continued its negotiations with the Ngāti Porou ki Hauraki Trust (on behalf of Ngāti Porou ki Hauraki) in relation to Harataunga and Mataora Bay in the Coromandel. The Government signed an Agreement to Negotiate with members of the Ngāti Porou ki Hauraki Trust in December 2005. Work continued on the gathering of evidence for the negotiations process.

Māori Fisheries

Te Ohu Kaimoana (The Māori Fisheries Trust) holds fisheries assets secured by Māori through an agreement with the

Crown and manages their transfer to iwi under the Māori Fisheries Act 2004. The Act established a framework for the governance of fisheries assets. Ten iwi were approved as Mandated Iwi Organisations (MIOs) in 2007, bringing the total of MIOs to 47 at the end of the year. As at 30 September 2007, the total assets that were allocated to MIOs was \$421 million, leaving \$162 million still to be allocated. The total allocated in 2007, as at 30 September, was \$58 million.

Te Ohu Kaimoana acts as an advocate on sustainability and fisheries management issues. It expressed opposition to Government proposals on Shared Fisheries, the Fisheries Act Amendment Bill and the Ministry of Fisheries and Department of Conservation joint threat management plan for Hector's and Maui's dolphins. Te Ohu Kaimoana also provided advice on proposals for management of the marine environment to the Exclusive Economic Zone, opposed further implementation of Marine Protected Areas and commented on fisheries management standards and fisheries plans.

Sale of Crown Land

Landcorp, a government owned farming and agriculture business, provoked protests in February when it put up for sale blocks of land at Whenuakite in the Coromandel and Rangiputa in Northland, both of which had memorials on their titles identifying them for possible return to Māori as part of Treaty settlements. Following occupation of the sites and an application for an injunction in one case to the Waitangi Tribunal, the Government placed a one year freeze on further sales pending a review of policies and processes when Crown land is considered for sale.

Following the review, the Government announced in September that a new process would be put in place for the sale of Crown land to better protect national interests including heritage, cultural, local and recreational values. Landcorp also agreed to retain ownership of nine properties, including Whenuakite and Rangiputa, in return for market value compensation from the Crown.

Under the new process government departments, Crown entities and state-owned enterprises are required to notify Land Information New Zealand (LINZ) if the land meets the criteria for 'potential interest'. LINZ will assess whether the

land should be protected and Ministers will make the final decision. The Office of Treaty Settlements will be asked to assess potential claim issues and Te Puni Kōkiri will be required to determine whether Māori cultural values need protection.

Local Government Rates Inquiry

The final report of the Independent Inquiry into Local Government Rates was released in August. The findings included a recommendation that a new and different approach to rating and evaluation of Māori land be developed. The report addressed rates rebates and papakainga housing; the Treaty of Waitangi and rating law; valuation of Māori land; rates remissions policies; historic legislation which changes the status of Māori land to general land; rating and Māori land development; training of local government in Māori land issues; and rating exemptions in relation to Māori land.

Māori Freehold Land Registration Project

The Ministry of Justice continued implementation of the Māori Freehold Land Registration project, which aims to complete the registration of all outstanding Māori Land Court orders. Owners of Māori land will receive a certificate of title and the associated economic benefits of certainty of title. All previously unsurveyed Māori land will be surveyed. This will enable the total area, location and ownership of Māori land to be determined.

Te Mana Taumaru Mātauranga: Intellectual Property Guide

The Ministry of Economic Development published *Te Mana Taumaru Mātauranga: Intellectual Property Guide for Māori Organisations and Communities* in October. Intellectual Property rights are legal entitlements which are designed to foster economic development through trade of goods and services, both nationally and internationally. In the New Zealand context, these entitlements must protect indigenous knowledge, arts, language and other creative innovations from misappropriation by those who are not entitled or authorised to use these innovations and knowledge for economic gain. The guide aims to address

issues of balancing economic intellectual property regimes with protections against misuse and misappropriation of indigenous traditional knowledge.

Te Hokinga Mai ki Taranaki

In April the Film Archive's Māori Programmes team travelled the Taranaki region with a special screening programme, *Te Hokinga Mai ki Taranaki*, the returning of treasured images to Taranaki. Films specific to marae and surrounding areas were screened at Taiporohēnui in Hawera, te Niho at Parihaka and Ōwae Marae in Waitara. The kaupapa was to connect iwi and hapū with their moving image heritage. Ongoing contact between Archive staff and iwi representatives was developed as negotiations for the kaitiakitanga of their films was discussed. Presenting such screenings has enabled the Film Archive to meet, connect and have continued contact with many iwi throughout New Zealand.

Awareness of the Treaty

WAITANGI DAY

Waitangi Day commemorations were held throughout the country in February, including many forums and informational activities. The Ministry for Culture and Heritage operates a Commemorating Waitangi Fund to promote wide community participation. Events supported by the Fund in 2007 included those run by the New Zealand Nepal Society and New Zealand Tamil Senior Citizens Association Inc. For 2008, the Ministry approved 61 grants ranging from \$100 to \$83,000. Many successful applications included an intercultural focus, such as the Congolese Community of Waikato celebrating African and Māori culture and ESOL Home Tutors in the Hutt Valley hosting a Social English class meeting for migrants to discuss the Treaty.

TREATY 2U EXHIBITION

The Treaty 2U exhibition is a touring exhibition on the Treaty of Waitangi jointly presented by Te Papa, Archives New Zealand and the National Library. The exhibition received additional funding (\$530,000) in the 2007 Budget and visited 27 locations in both the North and South Islands. The exhibition is doing a tour of Auckland secondary schools from July 2007- July 2008.

TREATY WEB PAGES

In February, the Treaty of Waitangi website (previously developed by the State Services Commission's Treaty of Waitangi Information Unit) was integrated into the Ministry for Culture and Heritage's History.net website (www.nzhistory.net.nz) and additional information was added during the year.

KNOWLEDGE ABOUT THE TREATY

A UMR survey was conducted for the Human Rights Commission in May on knowledge about the Treaty, human rights, indigenous rights, the status of the Treaty and the health of the relationship between the Parties to the Treaty. 41% of respondents said they had a good knowledge of the Treaty, which was comparable to the results of a similar survey in 2006. In response to a new question on knowledge of indigenous rights, 31% non-Māori and 40% of Māori said they knew a lot. The survey found that a majority (54%) of New Zealanders saw the Treaty as New Zealand's founding document with differences between regions, ages and Māori and non-Māori.

Declaration on the Rights of Indigenous Peoples

The United Nations General Assembly adopted the Declaration on the Rights of Indigenous Peoples in September. It was described by the UN as 'a landmark declaration that brought to an end nearly 25 years of contentious negotiations over the rights of native people to protect their lands and resources, and to maintain their unique cultures and traditions'.

The Declaration sets out a universal framework of minimum standards for the survival, dignity, wellbeing and rights of the world's indigenous peoples. It addresses individual and collective rights, cultural rights and identity, rights to education, health, employment, language and others. It declares discrimination against indigenous peoples to be unlawful and promotes their full and effective participation in all matters that concern them. It also affirms their right to remain distinct and to pursue their own priorities in economic, social and cultural development.

The Declaration explicitly encourages harmonious and co-operative relations between States and indigenous peoples.

The Preamble proclaims the Declaration to be 'a standard of achievement to be pursued in a spirit of partnership and mutual respect'. It is an aspirational document, whose text is not legally binding on States.

Although New Zealand was actively involved in the lengthy negotiations leading up to the adoption of the Declaration, it voted against the final text, along with Australia, Canada and the United States.

In a statement to the UN General Assembly, New Zealand's Permanent Representative, Rosemary Banks, said that 'New Zealand fully supports the principles and aspirations of the Declaration on the Rights of Indigenous Peoples. New Zealand has been implementing most of the standards in this declaration for many years. We share the belief that a Declaration on the rights of indigenous peoples is long overdue, and the concern that, in many parts of the world, indigenous peoples continue to be deprived of basic human rights'.

'In New Zealand, indigenous rights are of profound importance (and) they are integral to our identity as a nation state and as a people... New Zealand is unique: a treaty concluded at Waitangi between the Crown and New Zealand's indigenous people in 1840 is a founding document of our country. Today, we have one of the largest and most dynamic indigenous minorities in the world, and the Treaty of Waitangi has acquired great significance in New Zealand's constitutional arrangements, law and government activity'.

She said that New Zealand was unable to support the final text of the Declaration because 'four provisions in the Declaration are fundamentally incompatible with New Zealand's constitutional and legal arrangements, the Treaty of Waitangi, and the principle of governing for the good of all our citizens. These are Article 26 on lands and resources, Article 28 on redress, and Articles 19 and 32 on a right of veto over the State'. A number of Māori organisations, other NGOs and the Human Rights Commission expressed disappointment that New Zealand had voted against adoption of the Declaration.

Comment

The Waitangi Trust's decision to provide free access to the Treaty grounds was a welcome development. Progress on Treaty claim hearings and settlements continued, although two settlement agreements were challenged at the Tribunal. Increased protection of Māori cultural and heritage values in the sale process for Crown lands was also positive. The adoption of the Draft Declaration on the rights of Indigenous Peoples by the United Nations marked a significant step forward in the international recognition of the rights of indigenous peoples.



5. Kaiheke me Hunga Whakaruru

Migrants and Refugees

What Happened?

- **There were 46,964 migrants in the 2006-07 year, with the largest number coming from the United Kingdom, followed by China, India and South Africa**
- **The Immigration Advisers Licensing Act was passed**
- **The Immigration Bill was introduced into Parliament**
- **A seasonal migrant employment programme was introduced**
- **A revised New Zealand Settlement Strategy and Plan of Action were launched**
- **The Auckland Regional Settlement Strategy was completed**
- **A Wellington Regional Settlement Strategy was initiated**
- **The Settlement Support and Settling In Programmes continued**
- **The Refugee Quota Programme accepted 748 people for resettlement in 2006-07, with the largest number (79%) coming from Myanmar and Afghanistan**
- **The Security Risk Certificate was lifted from Algerian refugee Ahmed Zaoui**
- **Three Iranian asylum seekers were released from prison during the year, following appeals over their continued detention**

Migration Trends

A total of 46,964 migrants were approved for residence in 2006-07. The largest group (26%) came from the United Kingdom, followed by China (12%), India (9%), South Africa (8%), Philippines (6%), Fiji (5%), Samoa (4%), USA (3%), South Korea and Tonga (2% each). All others comprised 22%.

The total number of permanent long term arrivals in 2007, including 23,500 returning New Zealand citizens, was 82,700, compared with 80,100 the previous year. Permanent long term departures, including 51,800 New Zealand citizens, totalled 72,600. Net permanent long term migration was thus 10,100, compared to 10,700 the previous year.

PACIFIC MIGRATION

There were 1,106 people approved for residence through the Samoan quota in 2006-07, of whom 10% were approved through the residual places policy. There were 1,199 approvals through the Pacific Access Category, including 201 from Fiji, 124 from Kiribati, 294 from Tonga, 76 from Tuvalu and 504 residual places.

INTERNATIONAL STUDENTS

Around 67,000 students from more than 150 nationalities were granted a permit to study in New Zealand in 2006-07, down 3% from 2005-06. Chinese student numbers have continued to decrease but have been offset by increases in eight of the ten main source countries. The top ten source countries accounted for 77% of students in 2006-07. China was the largest source country (30%), followed by South Korea (17%), Japan and India (5% each). Decreasing international student numbers have had the greatest impact on schools and English language providers, whereas enrolments in universities and polytechnics have grown steadily. Policy changes in 2005-06 eased work restrictions on international students and their partners and in November 2007 the duration of the Graduate Job Search work permit was increased from 6 to 12 months. Almost 4,500 graduates were issued with a Graduate Job Search work permit in 2006-07. Of these, 79% were Chinese, 6% Indian, and 2% each South Korean and Malaysian.

Immigration Legislation

IMMIGRATION ADVISERS LICENSING ACT

Parliament passed the Immigration Advisers Licensing Act in May, requiring the mandatory licensing of all immigration advisers and providing stiff fines and imprisonment for unlicensed agents. The Act is intended to provide a safeguard for potential migrants against exploitation and to ensure that the information they receive is legitimate and relevant to their situations.

IMMIGRATION BILL

The Immigration Bill was introduced into Parliament in August following a comprehensive review of immigration legislation. The stated purpose of the Bill is to manage immigration through balancing the rights of the individual and the national interest as determined by the Crown. It is the result of an extensive public consultation process and constitutes a significant reform of immigration law. Key changes include:

- the ability to use classified information in specified immigration and refugee and protection decision-making situations
- the ability to collect, store and use biometric information for identity verification purposes
- a universal visa system for non-citizens
- a single refugee and protection determination system, including the establishment of an Immigration and Protection Appeals Tribunal replacing the Refugee Status Appeals Authority, the Removal Review Authority, the Residence Review Board and the Deportation Review Tribunal
- a streamlined deportation process
- incentives for third parties, such as employers, education providers and carriers, to comply with their obligations
- greater powers to access information and areas to enable Immigration Officers to ensure compliance with immigration obligations, and
- increased monitoring and detention provisions.

There has been significant support for the new legislation, but some proposals evoked strong criticism in submissions

to the Transport and Industrial Relations Select Committee. These included: the ability to use classified information and the limited means by which to challenge its validity, extensions to the powers of immigration officers, the ability to detain people for up to 96 hours without a warrant, lack of reference to the Convention on the Rights of the Child, and continued limitations on the role of the Human Rights Commission in relation to immigration law, policy and practices.

Immigration Policy

SKILLED MIGRANT CATEGORY

A number of changes were made to the Skilled Migrant Category policy in July in order to make New Zealand more attractive to skilled migrants in an internationally competitive market. Changes include increased bonus points for skilled employment, qualifications, work experience, and post-graduate New Zealand qualifications and a more transparent and appropriate definition of skilled employment. Other changes will make it easier for partners of applicants to settle in New Zealand.

NEW ZEALAND RESIDENCE PROGRAMME

In July, the Government announced a reduction in the number of migrants that will be accepted into New Zealand in the 2007-2008 year. People who wish to migrate to New Zealand must apply under one of the programme's three residence streams: Skilled/Business, Family Sponsored, or International/Humanitarian. Each stream is allocated a percentage of the total number of residence places. The Skilled/Business Stream accounts for 60%, Family Sponsored for 30% and International/ Humanitarian for 10%. New Zealand businesses expressed their concern and surprise at the reduction in the number of migrants allowed into New Zealand, as they expected immigration numbers to increase with the growing economy. Government maintained that the lower numbers of migrants allowed into New Zealand would take this into account.

RECOGNISED SEASONAL EMPLOYER POLICY

The Recognised Seasonal Employer (RSE) Work Policy was introduced in April. The policy allows employers in the horticulture and viticulture industries to recruit temporary workers from Pacific Island countries if there are no New

Zealand workers available for these positions. The aims of the policy are to ensure a sustainable labour force for the industries concerned, generate income for Pacific Island countries and to discourage overstaying and illegal work.

Under RSE, only employers who are recognised as meeting a set of minimum standards are able to recruit overseas workers. Preference is given to workers from Pacific Forum countries. A two-year transitional policy (the TRSE) was announced in September, to enable growers who are moving towards RSE status to access overseas workers while they are working towards meeting the required standards.

Settlement

NEW ZEALAND SETTLEMENT STRATEGY

A revised New Zealand Settlement Strategy, *Our Future Together*, was launched in July with the following vision:

‘New Zealand’s prosperity is underpinned by an inclusive society, in which the local and national integration of newcomers is supported by responsive services, a welcoming environment, and a shared respect for diversity’.

The strategy, first developed in 2004 in response to settlement needs identified by migrants and refugees, is a whole of government response to strengthen settlement outcomes for newcomers to New Zealand. Sixteen government agencies signed up to a Settlement National Action Plan, also released in June, which contains 25 actions to improve settlement outcomes.

The Department of Labour’s Settlement Division was responsible for developing the revised Settlement Strategy and National Action Plan across government agencies and prepares reports for government on progress in implementing the Action Plan.

AUCKLAND REGIONAL SETTLEMENT STRATEGY

The Auckland Regional Settlement Strategy and its accompanying Auckland Settlement Action Plan were launched in January. The Strategy was developed for the region through central, local and non-government collaboration and is the outcome of a project under the Auckland Sustainable Cities

Programme. The Strategic Leadership Group that oversees the strategy is co-chaired by the Deputy Secretary Workforce, Department of Labour and the General Manager, Auckland Regional Council. A Strategic Coordination Manager was appointed by the Department of Labour in July to provide dedicated support and leadership for the Auckland initiative.

WELLINGTON REGIONAL SETTLEMENT STRATEGY

Development of a Wellington Regional Settlement Strategy and Action Plan commenced in May for the five Territorial Local Authorities in the Wellington Region: Porirua City Council, Kapiti Coast District Council, Upper Hutt City Council, Hutt City Council and Wellington City Council. The work is being progressed under the joint leadership of local government (through the Wellington City Council) and central government (through the Department of Labour’s Settlement Division) and involves community organisations and the business sector.

The Strategy and resulting Action Plan are intended to improve current practice and guide future efforts based on the recent settlement experience of a range of newcomers. The Strategy has therefore been built on information from newcomer communities, and through engagement with a range of organisations from government, non-government and business sectors. It has also been informed by discussions with representatives of regional iwi.

At the time of the 2006 Census, 23.4% of the total population of the Wellington region was born overseas. This is more than the national average of 21.8% and second only to Auckland where 37% of the regional population was born overseas. While the biggest numbers of newcomers to the region settle in Wellington City, there are also significant numbers in other parts of the region.

Of the 96,039 people in the Wellington region who were overseas-born, slightly more than one-quarter (25,110) are recent migrants who have been in the region for less than five years. The principal focus of the Strategy is on this group of newcomers who are generally most in need of settlement services.

A draft Strategy document was developed by the end of the year, containing a vision and goals aimed at achieving

successful settlement outcomes. The draft Strategy describes what works well and some of the barriers and challenges to settlement in the region. An inter-sectoral work planning process will identify the actions required from 2008/09 to implement the Strategy and who will undertake these actions. A governance structure for implementation will also be developed.

The Strategy and Plan of Action will be approved by local government in early 2008 and then referred to Government for approval.

CHRISTCHURCH: THE MIGRANTS REPORT 2007

In August, the Christchurch City Council published *The Migrants Report 2007: A Demographic Profile of Ethnic Minority Groups in Christchurch City*. The report is intended as a resource for government agencies. The report showed that in 2006, 20% of Christchurch's population was made up of people who were born overseas. The largest migrant groups were from the United Kingdom, North-East Asia and Australia, and the main refugee groups in Christchurch were Kurd, Somali, Ethiopian and Afghani.

SETTLEMENT SUPPORT NEW ZEALAND

As part of the New Zealand Settlement Strategy, the Department of Labour has established the Settlement Support New Zealand (SSNZ) initiative in 19 regions throughout New Zealand. The initiative has been implemented in collaboration with local city councils and Settlement Support agencies as lead agencies.

The two key outcomes of the initiative are to provide a clear point of contact where newcomers to the area can access settlement information, and to support local services to be more responsive to newcomers' needs.

To strengthen and support local collaboration each SSNZ initiative has established a Local Settlement Network with representatives from central and local government agencies, non-government agencies, and local migrant and refugee communities.

In 2007 the SSNZ initiatives across the 19 regions provided 65 workshops to support newcomers' settlement needs and 32 workshops for local service providers to improve their responsiveness to newcomers.

At the end of 2007 a new Department of Labour publication, *Welcome to New Zealand*, was developed for distribution through Immigration New Zealand to all newcomers (excluding visitors and visa-free entrants.) It provides key information for settling in New Zealand and directs newcomers to local SSNZ initiatives for local support. An 0800-SSNZ4U free phone number was introduced for newcomers onshore which automatically directs the caller to their nearest SSNZ agency.

The Department of Labour published *Demographic Profiles of Newcomers* for 25 regions throughout New Zealand. The Profiles provide analysis of data from the New Zealand Population Census 2006 for use in planning for settlement services by the SSNZ initiatives.

SETTLING IN PROGRAMME

The Settling In programme is administered by Family and Community Services, a service of the Ministry of Social Development. It is a community development programme that works directly and in close collaboration with refugee and migrant communities to develop and deliver social services, identified as priorities by those communities.

The key goals of Settling In are:

- Identifying social service needs in refugee and migrant communities
- Purchasing appropriate services where available
- Developing capacity and capability in refugee and migrant communities
- Working intersectorally

Settling In currently operates in seven locations: Auckland, Hamilton, Hawkes Bay, Wellington, Nelson /Tasman, Marlborough and Christchurch.

The social services developed and delivered through Settling In vary widely according to the needs of the local communities. Examples in 2007 included:

- Auckland – Positive parenting and anti family-violence workshops with the Auckland Somali Community; workshops and forums for the Mt Roskill Refugee Youth Project; a range of events to mark World Refugee Day and Islam Awareness week.

- Wellington – Work with the Wellington Changemakers' Refugee Forum to help maximise their effectiveness as an NGO working with refugees in the Wellington area.
- Nelson/Tasman – Support for the organising committee for the Nelson Race Unity Day; work with the Multi Ethnic Council; work with Victory School and the home-work centre; support for the new Marlborough Migrant Centre and the Marlborough Multicultural Festival in March.
- Christchurch – Work with the Christchurch Refugee Council on a range of projects; development (along with a range of other agencies) of the Christchurch Interagency Agreement for Young People from a Refugee Background.
- A refugee community dialogue at the New Zealand Diversity Forum in August, with refugee community representatives from Christchurch, Wellington, Hamilton and Auckland to review progress in settlement and integration over the past five years and to set priorities for the next five.

Settling In also works with refugee and migrant communities to develop their capacity and capability. An example of this in 2007 was the development of a project management training programme with a particular emphasis on helping people who are involved with their own communities and associations to develop robust plans that can influence resourcing plans and budgets.

Intersectoral collaboration is fundamental to Settling In. Project managers work on an ongoing basis with refugee and migrant communities, relevant central and local government agencies, NGOs and community groups. In each area, there are a range of cross-sectoral working groups, some of which come together for the purpose of a specific project (e.g. the design of a programme to address the issues for refugee youth in Mt Roskill) and some which meet on an ongoing basis (e.g. in Nelson, the Multi Ethnic Council convenes regular meetings for representatives from NGOs and ethnic communities).

Refugees

The Refugee Quota Programme accepted 748 people for resettlement in 2006-07. In the past five years, over 3,800

people have arrived through the quota. The main source countries in 2006-07 were Myanmar (49%), Afghanistan (30%), the Sudan (3%) and Iraq (2%). There were 62 successful refugee status claimants (asylum seekers), and 191 successful refugee status claimants were approved for residence. The number of successful claimants has continued to fall, from 115 in 2003-04, 81 in 2004-05, 67 in 2005-06, to 62 in 2006-07.

STRENGTHENING REFUGEE VOICES

The Government allocated funding for a new Strengthening Refugee Voices initiative in the 2006 Budget in response to the need for a more sustainable platform for the effective engagement of settled refugees in settlement dialogues. By the end of 2007, four of these initiatives had been established and funded by the Department of Labour in Auckland, Hamilton, Wellington and Christchurch.

During its first year of implementation, the Strengthening Refugee Voices initiative enabled settled refugee communities in each of these four areas to establish a shared refugee voice through the formation of inter-community local refugee groups. These groups held regular monthly meetings to discuss local resettlement issues and identify potential community based solutions, and worked with the appropriate local agencies to address them. At a regional level, community groups were able to actively participate and contribute to the development of regional settlement strategies and consultations on related activities such as the review of the Immigration Act. At a national level, delegates from these four areas participated in the National Refugee Resettlement Forums.

NATIONAL REFUGEE RESETTLEMENT FORUM

The National Refugee Resettlement Forum is the key relationship event to support the government's commitment to resettling an annual quota of 750 refugees in New Zealand. It has become an important vehicle for government consultation with key refugee representatives and refugee communities' participation in a government decision-making process.

The Forum provides a platform for participants from refugee communities, non-government resettlement service providers, government agencies and international

organisations to discuss refugee resettlement in New Zealand, in particular with regard to the New Zealand Settlement Strategy. The Settlement Division in the Department of Labour organises the Forum on behalf of all government agencies.

Until 2007 the Forum was held twice a year and rotated between the four main refugee resettlement regions - Auckland, Hamilton, Wellington and Christchurch. In November 2006, participants proposed changes to the forum format from two national forums to four regional and one national forum per year. The reasons for the proposed format change were to enable regions to identify and solve local problems, to empower local refugee communities and organisations to have more participation in their own regions, and to provide more 'grass roots' and accessible events which could in turn feed into the national forum. After a process of consultation, the proposed changes were supported and the new regional/national format was announced in December 2007.

NATIONAL REFUGEE WRITING COMPETITION FOR SECONDARY SCHOOLS

Talk with Me, an annual national writing competition for secondary school students, was launched on World Refugee Day, 20 June 2007. Funded by the Department of Labour and held in association with United Nations High Commissioner for Refugees, the competition was organised by the Petone Settlers Museum, part of TheNewDowse Museum in Lower Hutt. It was to raise awareness among young people about refugees living in New Zealand and the 2007 theme *Talk with Me! - Sharing the Voices of Young Refugees* aligned with the international theme of World Refugee day.

AHMED ZAOUI FREE TO STAY

Algerian refugee Ahmed Zaoui arrived in New Zealand in December 2002 seeking asylum, and was detained in prison on arrival because he was deemed to be a security risk. His application for refugee status was declined in January 2003, and a security risk certificate was issued against him by the Security Intelligence Service in April 2003. He successfully appealed to the Refugee Status Appeal Authority and was granted refugee status, pending the outcome of the hearings on his security risk certificate. He was finally

released from prison on bail in December 2004 on condition that he reside at the Dominican Friary in Auckland. The first hearing on the review of his security risk certificate was held in July 2007 after many delays. The certificate was finally withdrawn by the Security Intelligence Service in September, allowing him to remain in New Zealand and be reunited with his family. The long duration and the human rights implications of the case made it a key news item from the time of his detention in 2002.

ASYLUM SEEKERS RELEASED FROM PRISON

Three Iranian asylum seekers being held in Mt Eden prison were released during the year following appeals to the courts over their continued detention. They had all exhausted their appeal rights after being denied refugee status, but had refused to sign deportation papers because they had converted to Christianity and claimed they would be persecuted if they were returned to Iran. Thomas Yadegari was released on bail in April after two and a half years in prison. Ali Pannah, who applied for refugee status in 2002, was detained in early 2006. He went on hunger strike in July 2007, and was released on bail at the beginning of September into the care of the Anglican Church. Amir Mohebbi, who had resisted deportation for ten years and had been in prison for four, was released in November after the High Court ruled that his imprisonment was a breach of human rights and that his continued imprisonment would be unreasonable and arbitrary.

Comment

While there are many positive aspects to the Immigration Bill, concerns remain about some elements. The withdrawal of the security risk certificate from refugee Ahmed Zaoui was a welcome end to a long, drawn out process. Further progress was made on developing and implementing refugee and migrant settlement strategies and programmes.



6. Te Reo Language

What Happened?

- A national language policy framework was released
- Learning Languages became a core learning area in the new New Zealand Curriculum
- Curricula were launched for New Zealand Sign Language, Māori in the Mainstream, Vagahau Niue and Tongan
- A survey of the health of the Māori Language showed improvements
- The Māori Language Commission and the Māori Language Act turned twenty and a major conference was held on the future of the language
- The Auditor General published a Review of the Implementation of the Māori Language Strategy to prioritise government action on Māori language revitalisation
- The inaugural New Zealand Sign Language Week was held
- New community language resources were launched for Cook Island Māori, Vagahau Niue and Gagana Tokelau
- Bank ATMs went multilingual

New Zealand's Language Diversity

The 2006 census figures show that after English, Māori is the most commonly spoken language in New Zealand, followed by Samoan, French, Hindi, Yue and Northern Chinese. The numbers of speakers are:

English	3,673,626
Māori	157,110
Samoan	85,428
French	53,757
Hindi	44,589
Yue	44,154
Northern Chinese	41,391
Other	509,358

Census data also show that the majority of New Zealanders continue to be monolingual, with 76.6% speaking only one language.

National Language Policy

The New Zealand Action Plan for Human Rights in 2005 called for the development of a national languages policy. The proposal was discussed at a language policy workshop at the 2005 New Zealand Diversity Forum and a national language policy network, Te Waka Reo, was established by the Human Rights Commission. Progress was reviewed at the 2007 New Zealand Diversity Forum in August. It was suggested that a brief language policy statement should be developed as a framework for the development and coordination of strategies for specific languages and sectors. A draft Statement was accordingly developed and presented by the Race Relations Commissioner and a panel of language policy experts at the second International Conference on Language Education and Diversity (LED 2007) in Hamilton in November. The policy will be promoted as a framework for specific policy development in 2008.

Languages in Aotearoa

Statement on Language Policy

This Statement on Language Policy is intended to promote discussion on language policy and to provide a simple framework for greater government and community action to protect and promote language diversity in New Zealand. It is a project of Te Waka Reo, the Language Policy Network of the New Zealand Diversity Action Programme, facilitated by the Race Relations Commissioner and the Human Rights Commission.

INTRODUCTION

New Zealand is a diverse society in a globalised international community. It has an indigenous language, te reo Māori, and a bicultural Māori and Anglo-Celtic foundation. It is located in the Asia Pacific region and many people from the Pacific and Asia have settled here. Languages are an important national resource in terms of our cultural identities, cultural diversity and international connectedness. They are vitally important for individuals and communities, bringing educational, social, cultural and economic benefits. They contribute to all three national priorities of national identity, economic transformation and families young and old.

English is the most widely used language in New Zealand, and the ability to communicate in English is important for all New Zealanders. Te reo Māori and New Zealand Sign Language are recognised by law as official languages. The number of speakers of te reo Māori is now increasing, but much remains to be done to secure its future as a living language.

A majority of New Zealanders currently speak only one language. There are however significant communities who have a heritage language other than English. Māori, Pacific and Asian communities alone make up nearly a third of the population. The most common community languages other than English are te reo Māori, Chinese languages, Samoan, and Hindi.

HUMAN RIGHTS AND RESPONSIBILITIES

The right to learn and use one's own language is an internationally recognised human right. Human rights treaties and declarations specifically refer to rights and responsibilities in relation to indigenous languages, minority languages, learning and using one's mother tongue, the value of learning international languages, and access to interpretation and translation services. The New Zealand Bill of Rights Act provides that 'a person who belongs to an ethnic, religious, or linguistic minority in New Zealand shall not be denied the right, in community with other members of that minority, to enjoy the culture, to profess and practise the religion, or to use the language, of that minority'.

New Zealand has a particular responsibility under the Treaty of Waitangi and international law to protect and promote te reo Māori as the indigenous language of New Zealand. It also has a special responsibility to protect and promote other languages that are indigenous to the New Zealand realm: Vagahau Niue, Gagana Tokelau, Cook Island Māori and New Zealand Sign Language. It has a regional responsibility, as a Pacific nation, to promote and protect other Pacific languages, particularly where significant proportions of their communities live in New Zealand.

ECONOMIC DEVELOPMENT

A significant and growing proportion of New Zealand's trade is with Asia, and learning the languages of our key trading partners is an economic imperative.

LANGUAGES

English

All New Zealanders should have the opportunity and support to achieve oral competence and literacy in English through school, adult literacy programmes, and ESOL (English for Speakers of Other Languages) programmes.

Te Reo Māori

All New Zealanders should have the opportunity and support to learn te reo Māori and use it in the home, in education and in the community. The importance of maintaining te reo Māori as a unique indigenous living

New Zealand language should be publicly promoted as part of our national heritage and identity.

New Zealand Sign Language

All Deaf people should have the opportunity and support to learn and use New Zealand Sign Language in the home, in education, and in the community, including having access to interpreters. Other New Zealanders should also have the opportunity and support to learn and use NZSL.

Pacific Languages

All Cook Island Māori, Niuean and Tokelauan people living in New Zealand should have the opportunity and support to learn and use their heritage language. Other Pacific peoples in New Zealand should have the opportunity and support to learn and use their languages through public and community provision.

Community and Heritage Languages

People whose community or heritage language is other than English, Māori or Pacific should have the opportunity and support to learn and use these languages through public and community provision.

International Languages

New Zealanders should be encouraged and given opportunities and support to learn international languages, including those of New Zealand's key trading partners.

STRATEGIES

Within a general languages policy framework specific strategies are needed for both priority language groups and priority sectors. All such strategies should recognise that:

- New Zealand is a country with a small population and limited resources to support language diversity
- Choices have to be made about the relative priority of providing for the various languages, sectors and objectives based on the degree of endangerment, human rights, government responsibilities, economic benefits and critical mass
- Strategies and programmes for these languages and sectors must be coordinated to make the most effective use of available resources

Language Strategies

There should be specific national strategies for English literacy and ESOL, te reo Māori, New Zealand Sign Language, Pacific languages, community and heritage languages, and international languages. Such strategies should address the dual goals of language maintenance and development within minority communities, and wider public acceptance of language diversity.

Sector Strategies

There should be sector strategies for languages in the home, the community, education (early childhood centres, schools, tertiary), public services (including translation and interpretation services), business and broadcasting.

Priorities

Priorities in the implementation of a national languages policy are to:

- Establish an appropriate coordinating and monitoring mechanism for language policy, and identify lead organisations for specific language and sector strategies
- Develop and maintain strategies for the identified languages and sectors
- Promote cooperation and sharing between agencies and communities in the development of strategies, resources and services
- Promote positive public attitudes to language diversity and increase the number of people learning languages
- Train and support more teachers of languages
- Develop resources to support language learning and use

NOTE

Current Strategies and Initiatives

There are existing strategies for English literacy, ESOL and te reo Māori. The te reo Māori Strategy is currently being updated. There are no comprehensive strategies for any of the other languages or sectors identified, but there have been a variety of initiatives within these areas. New Zealand Sign Language was declared an official language in 2006. The new schools curriculum adopted in 2007 includes languages

as a learning area for all students, and a languages in schooling strategy is under development. The Ministry of Education has recently completed curricula for a number of Pacific languages and the Ministry of Pacific Island Affairs has piloted a Mind Your Language programme for the Niuean, Tokelauan and Cook Island communities. There are a variety of supports for Māori, Pacific and other community language broadcasting.

Key government agencies with responsibility for aspects of language policy include the Ministry of Education, the Tertiary Education Commission, Te Puni Kokiri, the Māori Language Commission, the Ministry of Pacific Island Affairs, the Office of Ethnic Affairs, the Ministry for Culture and Heritage, the Ministry of Social Development, and the Department of Labour. The Human Rights Commission facilitates a language policy network, Te Waka Reo.

Languages in the New Zealand Curriculum

NEW CURRICULUM

The *New Zealand Curriculum* was launched in November. It acknowledges te reo Māori and New Zealand Sign Language as official languages of New Zealand, and English as a de facto official language by virtue of its widespread use. The Curriculum states that all three official languages may be studied as first or additional languages and may also be the medium of instruction across all learning areas.

A significant feature of the new Curriculum is the inclusion of Learning Languages as one of the eight learning areas in the Curriculum, along with English, the arts, health and physical education, mathematics and statistics, science, social sciences and technology. Learning Languages has been added to the Curriculum to encourage students to participate more actively in New Zealand's diverse, multicultural society and in the global community.

NEW ZEALAND SIGN LANGUAGE

New Zealand Sign Language (NZSL) in the New Zealand Curriculum was launched in March. The NZSL Curriculum

provides the basis for NZSL programmes in early childhood settings and in primary and secondary schools, and gives students the opportunity to learn NZSL from the earliest practicable age.

TE REO MĀORI

A draft of *Te Reo Māori in the New Zealand Curriculum* was launched in March. The Curriculum is designed to assist and support teachers in mainstream primary and secondary schools to plan and implement effective te reo Māori programmes for students learning Māori in English-medium settings. Feedback was sought on the draft, and a final Curriculum is due to be launched in mid 2008. The draft Curriculum was followed in May by the launch of *Ka Mau te Wehi*, a multi-media resource kit to help New Zealand's intermediate schoolchildren learn Māori. A pack consisting of DVDs, a CD, student worksheets and teacher lessons was sent to all English-medium schools with Year 7 and 8 students. The resource was made available online in September on the Ministry of Education's website, Te Kete Ipurangi.

PACIFIC LANGUAGES

Curriculum guidelines for Vagahau Niue were launched in July, for Tongan in August and Tokelau in September. The guidelines are aimed at supporting teachers to deliver language programmes in both early childhood services and schools, and join the guidelines for Samoan and Cook Island Māori already available.

Reo Māori

In August Te Taura Whiri i te Reo Māori: the Māori Language Commission celebrated its twentieth anniversary and the twentieth anniversary of the Māori Language Act which declared Māori an official language of New Zealand.

QuickStats information released by Statistics New Zealand in April showed that after English (spoken by 95.9% of people), the most common language in which people could have a conversation about everyday things was Māori, spoken by 4.1% (157,110 people). The 2006 Census showed that 23.7% of Māori could hold a conversation about everyday things in te reo Māori, an increase of 1,128 people from the 2001 Census.

SURVEY ON THE HEALTH OF THE MĀORI LANGUAGE

The results of the Survey on the Health of the Māori Language 2006 were released during Māori Language Week in July. The survey involved face-to-face interviews with almost 4,000 Māori adults across the country. It measured language proficiency in speaking, listening, reading and writing, method of acquisition, as well as how often people use the language, where they use it and with whom. The survey shows that there have been significant gains in proficiency levels across all language skills: the percentage of those who 'know more than a few words or phrases' has decreased across all language skills, while the percentages of those who know the language 'fairly well', or 'very well/well' has risen across all language skills.

MĀORI LANGUAGE IN THE 2007 BUDGET

Increased funding in the 2007 Budget was given to Kōhanga Reo, total immersion Māori language programmes in early childhood education, and Mā Te Reo, a government funded programme designed to support projects, programmes and activities which strengthen te reo Māori and contribute to its regeneration. Additional funding was also given to the areas of Māori broadcasting and other Māori education initiatives. Further government funding was offered in the form of scholarships for people who speak Māori to retrain as either te reo Māori or Māori medium teachers as part of a new 'career changer' category of scholarships.

MĀORI MEDIUM LITERACY STRATEGY

Te Reo Matatini, the Ministry of Education's Māori Medium Literacy Strategy, was launched in May. It focuses on bilingual and immersion programmes from kohanga to secondary level.

MĀORI LANGUAGE WEEK AND AWARDS

Māori Language Week was celebrated from 23-29 July. The Māori Language Commission: Te Taura Whiri i te Reo Māori, in partnership with Te Puni Kōkiri, the Human Rights Commission, Tourism New Zealand and the Māori Tourism Council promoted *Tourism and Travel* as the theme for the year. Resources on the theme of *He Kōrero mō Aotearoa – On the Road with Te Reo*, including popular phrase booklets, were produced and widely distributed.

The Māori Language Week awards attracted an increased number of applicants in a variety of categories. The awards ceremony was held in Wellington in September. The Supreme Award winner was Radio New Zealand, who developed a comprehensive and innovative Māori Language Week programme including Māori language and pronunciation training, presenters opening and closing live programmes in Māori, inclusion of a special bilingual segment, the development of a series of audio trailers of well known non-Māori advocating increased Māori use, interactive activities for internal staff as well as a special website revamp. Radio New Zealand has continued with many of these innovations since Māori Language Week.

HUI TAUMATA MŌ TE REO 2007

Hui Taumata Mō Te Reo 2007, a conference on the future of te reo Māori, was held in Wellington in September, and constituted a major review of the last 30 years of Māori language regeneration. Recurring themes were the strengthening and promotion of Māori language initiatives and activities at a local level, the need for improved resources and funding, and the sustainability, supply and proficiency of Māori language teachers. A key recognition was that the significant Māori language achievements over the past 30 years have contributed to more positive attitudes and behaviour from non-Māori towards the Māori language.

The major recommendations from the Hui Taumata were to:

- devise a strategic plan aimed at supporting the regeneration of the Māori language in the home and intergenerationally within the family
- present a submission to 'Ka Hikitia' (Ministry of Education Strategic Plan 2008-2012) that focuses on a more effective alignment of education resourcing for Māori language outcomes
- devise a strategic plan aimed at resourcing and supporting already-established regional, local and tribal hubs of Māori language development activities with a goal of building and strengthening these to become centres of Māori language innovation
- review and strengthen the Māori Language Act 1987.

REVIEW OF THE IMPLEMENTATION OF THE MĀORI LANGUAGE STRATEGY

In November the Office of the Auditor General published a Performance Audit Report on the implementation of the Māori Language Strategy, a 25 year strategy published in 2003 to co-ordinate and prioritise government action in the area of Māori language revitalisation. The purpose of the audit was to ascertain whether the lead agencies responsible for implementing the Strategy were carrying out their roles effectively. The audit produced 11 recommendations:

1. That Te Puni Kōkiri ensures that its briefings to the Minister of Māori Affairs contain more detailed assessments of progress in implementing the Strategy.
2. That each lead agency come to an explicit agreement with Te Puni Kōkiri about the best way for each agency to fulfil the Strategy's planning requirements and ensure that the requirements are fulfilled as agreed.
3. That the Ministry for Culture and Heritage engage more actively with key stakeholders in the Māori language arts area to encourage alignment between the stakeholders' Māori language-related activities and the 25-year goals of the Strategy.
4. That Te Puni Kōkiri and the other lead agencies work together to identify how each lead agency can influence the stakeholders in its sector to take part in Strategy planning and implementation.
5. That Te Puni Kōkiri and the other lead agencies work together to create five-year Strategy outcomes to provide a focus for lead agency and stakeholder activities throughout each area of responsibility.
6. That lead agencies identify shared outcomes where appropriate.
7. That Te Puni Kōkiri and the other lead agencies work together to create five-year targets to measure progress towards the five-year outcomes, and include these targets in future planning.
8. That lead agencies, in consultation with Te Puni Kōkiri, assess the work needed by each agency to effectively implement the Strategy, and the resources needed to carry out that work.
9. That lead agencies consider how they will make available the resources needed to implement the Strategy, and advise their Minister if current resources are not sufficient.
10. That, as part of the planned review of the Strategy in 2008/09, the ten areas of government responsibility for language revitalisation outlined by the Strategy are prioritised for action.
11. That the 2008/09 review of the Strategy clarify the nature and extent of Te Puni Kōkiri's evaluation role concerning the Government's Māori language activities.

GOOGLE MĀORI

A Māori language option for the Google search engine began development in July this year. Google provided a template, and a team of volunteers worked to ensure translations line up with technology-based Māori words and to agree on common words across different Māori dialects. The project is seen as a valuable tool to help maintain the Māori language by expanding its use and relevance in modern technology.

New Zealand Sign Language

The inaugural NZSL Week was held in May, with the aim of raising awareness now that NZSL is an official language. The Deaf Association celebrated the week by providing NZSL posters that were distributed to 90% of New Zealand schools, giving hearing children the opportunity to learn some basic signs. NZSL teachers around the country also offered free 45 minute Taste of Sign Language classes. A new website was launched at www.nzsign.co.nz to provide information about the history of sign language and New Zealand Deaf culture.

The first New Zealand Deaf Film Festival was also held in May in Auckland, Wellington, Nelson, Christchurch and Dunedin. The festival promoted Deaf culture and language via the medium of short films.

Pacific Languages

Figures from the 2006 Census released by Statistics New Zealand showed an overall decrease in the percentage of people speaking Pacific languages in New Zealand since the previous Census in 2001.

A high level roundtable meeting was held in Wellington in June, facilitated by the Human Rights Commission, to discuss the issue of addressing language loss in New Zealand, as it relates to the Niuean, Tokelauan and Cook Island Māori languages. The purpose of the roundtable was to do a stocktake of the current situation with regard to language loss in these communities, what is being done to address it, and what else can be done. The aim was to ensure close cooperation between relevant agencies in the development of a strategy to address all the issues. The issue was further discussed at the New Zealand Diversity Forum in August.

In September new resources for Cook Island Māori, Vagahau Niue and Gagana Tokelau were launched as part of the Ministry of Pacific Island Affairs' Mind Your Language Project. The resources were developed in partnership with Ai Metua and Niu Development Inc, two organisations committed to increasing the number of New Zealand born Niuean and Cook Island people able to speak their languages. The launch of the resources was the first stage for Cook Island Māori and Gagana Tokelau, and the second stage for Vagahau Niue, adding to the pilot resources launched in October 2005. Vagahau Niue resources have now been expanded to include the www.learnniue.com website, an interactive tool which makes the Niuean language accessible to people anywhere in the world.

Greater Accessibility to Websites and Services for Non-English Speakers

There has been a noticeable increase in the number of websites providing multilingual translations of their pages, as well as a number of banks providing multilingual options when using their ATMs. Organisations such as the Charities Commission, Civil Defence and the Broadcasting Standards Authority have all added Māori, Samoan, Tongan, Korean, Chinese and Arabic translations of various web pages, as well as some other languages.

After an initial trial of ten ATMs, the National Bank launched 130 multilingual ATMs throughout New Zealand, which give users the choice of making their transactions in Chinese, Korean and Japanese as well as in English. In November the Bank of New Zealand went a step further and made all its 420 ATMs multilingual, offering users the choice of Māori, English, Japanese, German, Korean, French or Chinese.

Comment

There have been some very positive developments in language diversity, both in schools and in the wider community, particularly in relation to te reo Māori and Pacific languages. The release of a Statement on Language Policy provides a framework for the development of specific strategies for different languages and sectors in the coming year.

DR ORGASM Annamarie Jagose PIRATE RADIO Hauraki Turns 40

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Asian Angst Is It Time To Send Some Back?

ACT OF SEDITION Tim Selwyn

LAST OF LOMU? Jonah Don't Go

7. Te Pāpāho

Media

What Happened?

- **Research showed a continued lack of ethnic diversity in journalism, and media considered the issue in a number of workshops and conferences**
- **The Office of Ethnic Affairs initiated work around issues of ethnic diversity and media representation**
- **A new guide to reporting Māori news was published**
- **In television, Māori Television announced plans for a second channel, World TV launched a 24/7 free to air Chinese service and Triangle Television went national on Sky and Freeview as the Stratos channel**
- **In radio, Niu FM and Radio 531pi merged into the National Pacific Radio Trust**
- **An independent review recommended wide-ranging changes to the New Zealand Press Council**
- **The Press Council, Broadcasting Standards Authority and Advertising Standards Authority considered a number of race related complaints, but few were upheld**

Ethnic Diversity In Journalism

UNDER-REPRESENTATION OF MINORITY GROUPS

Research by the New Zealand Journalists Training Organisation (JTO) indicated that ethnic minority groups continued to be under-represented in New Zealand journalism. Only Māori are starting to approach their population percentage in the 2006 census, with 16% of journalism students being Māori in 2007. That improvement appears to be due to the introduction of the Fairfax internship programme, which included five Māori interns (out of 17)¹. If the Waiariki school, which caters mainly for Māori, is excluded from the calculation, the number is only 9.3% for the remaining schools.

Newsrooms were well behind, with only 9% of journalists identifying as Māori or Māori-Pakeha (2006 JTO National Survey). Things were much worse for the Pacific and Asian communities.

Only 2% of journalists and 4.5% of journalism students were Pacific in 2007, compared with 7% of the overall population. The number of Pacific journalism students, at 11, was an improvement compared with 2005 (the last JTO survey) when there were only five. The two schools in areas with the largest Pacific populations (AUT in Auckland, which has 60% of the country's Pacific people, and Whitireia in Porirua, which has 12%) had seven students between them (four at AUT and three at Whitireia).

There were only five Asian students among the 246 students enrolled in programmes at the ten journalism schools. That compared with the 2006 population percentage of nearly 10%.

MEDIA FOCUS ON DIVERSITY

In May, the New Zealand JTO, in cooperation with the Asia New Zealand Foundation, Te Puni Kōkiri and the Human Rights Commission, held a forum on reporting diversity in the media. The forum was attended by over 60 journalists, media executives, practitioners, trainers, students and commentators, who discussed practical steps towards greater cultural diversity in the media. Keynote speaker at the forum was Associate Professor Arlene Morgan of the Columbia School of Journalism in New York. Among a raft of proposed projects, the forum gave a strong mandate to

¹ In late 2007, Fairfax editors chose 19 more interns to undergo journalism training in 2008. Three were of Māori, three of Asian and one of Samoan descent.

the JTO to develop a Māori, Pacific and ethnic journalism recruitment strategy, a workplace training module, and a media leadership engagement programme, and to scope a multicultural news service. Other forms of partnership to strengthen information sources from diverse communities were also explored.

The lack of diversity in the media was also raised at the Engineering Printing and Manufacturing Union's Journalism Matters Summit in Wellington in August to discuss concerns around the declining quality of New Zealand's media. The Summit was held at Parliament and topics covered included the state of New Zealand media, commercial pressures on journalism and the impact of the consolidation of media ownership.

The theme of the annual conference of the Journalism Education Association of Australia and New Zealand (JEANZ) was *The future of the mainstream: the changing demands on journalists and the challenge for journalism educators*. Topics included Māori, Pacific, Asian and other cultures' media, as well as mainstream reporting of Māori news.

OFFICE OF ETHNIC AFFAIRS INITIATIVES

The Office of Ethnic Affairs (OEA) has initiated work around issues of ethnic diversity and media representation. This arose from ethnic community requests for facilitated access to mainstream media and approaches by a growing body of ethnic media for greater contact with government and host communities around settlement and integration issues.

OEA ran a Wellington forum for people from a broad range of ethnic communities in November. The theme of the forum was *Cultural Representation in New Zealand's National Identity*. Representatives from TVNZ, the Ministry for Culture and Heritage and New Zealand on Air were involved in dialogue on the issues of cultural maintenance, broadcasting that reflects New Zealand's cultural diversity and its role in promoting understanding of diversity in New Zealand.

OEA ran three gatherings in Wellington and Auckland for ethnic media organisations and government agencies in recognition of the role that ethnic media play in informing their communities. The aim was to increase communities' uptake and awareness of services provided by government.

The gatherings also served to draw attention to ethnic media as a vehicle by which government can engage with ethnic communities.

The work of OEA has evolved to incorporate regular meetings between ethnic communities and The Press (Christchurch), following community concern at the lack of balance in an article about incidences of cheating by Chinese students at university. These meetings have led to a better understanding of both ethnic and mainstream press issues. At the request of ethnic communities The Press has offered to exercise greater scrutiny and sensitivity in its description and commentary on stories about people of different ethnicities. This has been realised with an increase in ethnic related articles and writers and a commitment to intercultural awareness training for staff at The Press.

OEA funded three radio programmes on community access radio - *Stepping Out* (Access Radio-Wellington), *Women's Voices* (Planet FM104.6-Auckland) and *Ethnic Media Watch* (Plains FM), collaborated with the School of Broadcasting creating a Diversity site in the on-line education tool MEDIASCAPE, and established a media sub-group under the umbrella of the Refugee and Migrant Forum.

MEDIA WOMEN IN ASIA

In September, the Asia New Zealand Foundation organised a seminar in Auckland on Media Women in Asia, with guest speakers from China, India and Malaysia. The speakers were former TVNZ Asia correspondent Charlotte Glennie who is currently the Australia Network's Beijing correspondent, CNN IBN journalist Sagarika Ghose who is based in New Delhi, Al Jazeera English journalist Veronica Pedrosa who is a news anchor at the network's Kuala Lumpur news centre and former Al Jazeera English news executive Trish Carter who established the Kuala Lumpur centre before moving back to New Zealand.

Each speaker talked about the challenges of working as journalists in their respective countries and the need for New Zealand to pay close attention to developments in the region. The seminar was chaired by New Zealand journalist Russell Brown before an audience of about 60 people including members of the mainstream and ethnic media as well as journalism educators and students.

REPORTING MĀORI NEWS

Pou Korero: Reporting Māori News by veteran journalist Carol Archie was launched by the Journalists Training Organisation at the New Zealand Diversity Forum in August. The book provides practical advice to journalists on covering Māori news and current affairs and replaces the classic on the same subject by the late journalist and historian Michael King. A panel chaired by Sir Paul Reeves, including Māori TV's Wena Harawira, TVNZ Te Karere editor Moari Stafford, Carol Archie and JTO executive director Jim Tucker discussed the book and issues surrounding media coverage of Māori.

CREATIVE INDUSTRIES RESEARCH INSTITUTE

A Creative Industries Research Institute was established at the Auckland University of Technology in April. One of its five main strands is the Pacific Media Centre, which facilitates research into contemporary Māori, Pacific and ethnic media. The Pacific Media Centre publishes the *Pacific Journalism Review*, a publication covering the South Pacific, Asia-Pacific, Australia and New Zealand.

IMPROVING ACCESSIBILITY: BROADCASTING STANDARDS AUTHORITY

In June, the Broadcasting Standards Authority (BSA) appointed a media specialist to write a series of articles specifically targeting ethnic media. This was part of a project to increase two-way dialogue with ethnic communities and inform them about the role of the BSA. Topics included how to make a complaint, why ethnic communities have traditionally been reluctant to complain, new media and whether they can be regulated and ethnic communities' knowledge of the television classification system. Media targeted included Māori, Samoan, Chinese, Indian, Arabic and Tongan with articles specially translated for print media.

This work resulted from consultation with the BSA's community advisory panel. The panel was established in 2006 with ten people from different backgrounds, ages and ethnicities to provide feedback to media about what is most relevant to their local communities. The panel includes representatives from the Māori, Samoan, European, Chinese and Indian communities. One of the goals of the

panel is to raise awareness amongst ethnic communities of the broadcasting standards complaints system and about the protections available.

LOCAL CONTENT FUNDING

Much local content on television and radio is supported by the funding agencies NZ On Air and Te Mangai Paho. NZ On Air has a statutory mandate to consider the needs of diverse sections of the population, while Te Mangai Paho has a special role in promoting Māori language and culture. Programming funded by NZ On Air in its 2006/07 funding year included a series on immigration to New Zealand, *Here to Stay* (shown on TVNZ) and *He Wai No Nehe*, on the founder of the kohanga reo movement (shown on Māori Television). A Broadcasting Amendment Bill was introduced to Parliament, to allow the two funding agencies to support local content on new media, thus better serving the needs of audiences, especially young people.

Television

SECOND MĀORI TV CHANNEL ANNOUNCED

The introduction of a second Māori TV channel was announced in July. The digital channel will broadcast 100% in te reo Māori on the new Freeview service. It is scheduled to go to air in March 2008. The channel will have no advertising and will initially broadcast only during prime time hours, seven days a week.

FREE TO AIR CHINESE TV

World TV launched a new 24-7 free to air Chinese television service in August with the aim of creating connections between the cultures and peoples of New Zealand and Asia. The line-up of programmes includes a popular drama series, news and current affairs and documentaries available in Mandarin and Cantonese. The service is only available in Auckland at present but there are plans to make it more widely available in 2008.

TRIANGLE TELEVISION

Triangle Television is a non-commercial regional TV station run by a not for profit trust which has been broadcasting in the Auckland region since 1998 and in Wellington since 2006. It provides community access, public service

and ethnic television programming, aiming to reflect the diversity of the community. Programme time not taken up by community providers is filled with public service television programmes aimed at a wider audience. As well as local programming, Triangle Television hosts a range of satellite feeds from around the world, including Deutsche Welle (DW) from Germany, Voice of America and Aljazeera English. In February, Triangle provided the first ever live coverage in New Zealand of Chinese New Year celebrations. Triangle started a satellite service in October which is available on Freeview and Sky TV as the Stratos channel.

REVIEW OF TVNZ CHARTER

TVNZ consulted on a proposed redraft of its Charter, which aimed to express in plainer language how TVNZ is to represent the nation's cultural diversity and serve diverse sections of audience. The draft, further amended in response to public submissions, has been submitted to a parliamentary select committee undertaking the formal statutory review of the Charter.

Radio

REVIEW OF RADIO CODE OF BROADCASTING PRACTICE

The Broadcasting Standards Authority and the Radio Broadcasters Association jointly released a draft revised Radio Code of Broadcasting Practice in October.

Among other changes, the draft proposed that the current Principle 4, Balance, be renamed Standard 4, Controversial Issues – Viewpoints, and that talk and talkback programmes would be expressly identified as programme types that may be subject to a lesser requirement to present a range of views on a controversial issue of public importance. Also proposed was that the approach of the programme, e.g. taking a particular perspective, would be spelt out as a factor that could be relevant when assessing whether the programme presents a reasonable range of viewpoints.

The Human Rights Commission expressed opposition to lessening the requirements for talk and talkback programmes to present a range of views on a controversial issue of public importance, maintaining that balance should not be compromised for any type of broadcasting. Public

submissions on the proposed changes closed in December and a decision will be made in 2008.

PACIFIC RADIO MERGER

Two Pan-Pacific radio services, NiuFM and Radio 531pi came together under the National Pacific Radio Trust in Auckland in February. The merger was intended to enhance services by pooling resources. A new news programme, Radio Pacific News, was initiated as a result. Niu FM opened an office in the Wellington CBD in March as a Wellington base for their news staff and community language broadcasters.

ACCESS RADIO

A group of Access Radio stations (Wellington Access Radio, Community Radio Hamilton and Fresh FM Nelson) started streaming their services live on the internet and podcasting on demand in April, as a result of funding through the Department of Internal Affairs' Digital Strategy Community Partnership Fund. The national network of 11 Access Radio stations provides a wide range of ethnic community programming, including programmes in a variety of community languages.

Print

REVIEW OF THE NEW ZEALAND PRESS COUNCIL

The New Zealand Press Council commissioned Sir Ian Barker and Professor Lewis Evans to conduct an independent review of its policies and practices in March. Their report was published in November. It made a wide range of recommendations including that:

- The Council's function should be extended from its complaint handling role to also promote freedom of expression through a responsible and independent media and through adherence to high journalistic and editorial standards
- The Council should become an independent legal entity with increased resources
- All publications which accept the jurisdiction of the Press Council should agree to conform to the Press Council's complaints process, including the requirement to publish its decisions when required so to do

- Complaints handling processes should be streamlined, and include an offer of mediation and conciliation and a fast track option for urgent complaints
- A waiver from bringing suit against the publication should not be required of complainants
- Each publication should have an established readily-accessible protocol for dealing with complaints. The Press Council should develop applicable protocols in consultation with the media
- The Statement of Principles of the Press Council should be reviewed and updated regularly by the Press Council itself, which should take into account submissions from interested parties and Codes of Practice/Principles from other jurisdictions and from existing media organisations. Such a review should be conducted with urgency.
- The jurisdiction of the Press Council should encompass e-publications in the same manner as for hard-copy print publications
- A full-time CEO should be appointed to run the Press Council, including the complaints process and to progress the other initiatives recommended for the Press Council in this Review
- The Press Council should be more accessible and better known in the community than it currently is, should have an 0800 telephone number and newspapers and magazines should be required to publish a reasonably regular statement of the rights of the public to approach the Press Council.

The key stakeholders in the Press Council will determine action on the recommendations in 2008.

NEW PUBLICATIONS

A new English language magazine about the New Zealand Asian community, *AM: The Asian Magazine*, was launched in April and appeared bi-monthly. The Migrant News' Filipino newspaper, *Pinoy.net.nz*, went from a bi-monthly to a monthly publication.

Complaints about the media

PRINT

The New Zealand Press Council considered complaints on two race related matters:

- In April, the Council upheld a number of complaints against *North & South* magazine for its cover story on Asian immigration and crime, titled 'Asian Angst: Is it time to send some back?'. The Press Council found that the article placed 'gratuitous emphasis on dehumanising racial stereotypes and fear-mongering', and contained inaccurate information and statistics related to Asian crime rates. They stated that 'Freedom of expression, affirmed by the New Zealand Bill of Rights Act and central to all Press Council considerations, is not unlimited. Amongst other things, it is subject to the prohibition on discrimination in the Human Rights Act....The *North & South* article has failed to meet its obligation in regards to accuracy and discrimination and the complaints are upheld'.
- In June, the Council (by a slim margin) did not uphold a complaint about an article in the *Dominion Post* headed 'Chinese Top of Deported Crims List'. The complainant argued that the article was misleading and misinformed, that gratuitous emphasis was placed on Chinese as a minority ethnic group, and that the headline did not fairly convey the substance of the report.

Two headlines in newspapers in September highlighted the risk of gratuitous use of refugee status as a means of identifying the subject of news stories. These were 'Refugee rapist dies in crash' (from the *New Zealand Herald*) and 'Refugee uses wheelchair as weapon on woman' (from the *Dominion Post*). Such headlines can contribute to ongoing stereotyping of people based on their ethnicity or refugee status. In the case of the 'Refugee rapist' headline a complaint was lodged by the Auckland Somali Association with the New Zealand Press Council, based on the grounds of accuracy, privacy, discrimination and headlines and captions.

BROADCASTING

The Broadcasting Standards Authority (BSA) considered five race related complaints, one of which was upheld.

- In February, a complaint was considered about an item on *Te Karere*, a Māori news segment of TV One, which reported that a group described as Te Aukiwa farm shareholders were evicting farm hands employed by the Office of Treaty Settlements and had requested police

assistance. The broadcaster upheld the complaint, agreeing that the item was inaccurate and apologised to the complainant offering an on-air apology and correction. The complainant was dissatisfied with the offer, but the BSA found that the action taken by the broadcaster was sufficient and did not uphold the complaint.

- In June, a complaint was considered about a presenter on a programme called *The Unauthorised History of New Zealand*. The complainant felt that the presenter's comments were unbalanced and offensive regarding how Pakeha settlers treated Māori upon arriving in New Zealand. The complaint was not upheld, as the programme was not a news, current affairs or factual programme and, therefore, the requirement for balance did not apply.
- In August, a complaint was considered concerning One News' coverage of a racially motivated attack on a group of Korean students in Nelson. The news item showed security camera footage of the attack which included a man kicking a Korean youth in the face. This footage was repeated five times during the item. The complainant felt that the repetition of the footage was gratuitous, and was in breach of good taste and decency and that it glamourised the attack. The BSA found that the sequence was not gratuitous; rather it helped to emphasise the random, unprovoked and vicious nature of the attack. The complaint was not upheld.
- In August, a complaint was considered regarding an item which examined the case of a South African man living in New Zealand who had been sentenced to manslaughter for the death of his daughter. The item suggested that the man's treatment by Immigration New Zealand contributed to his state of mind at the time of his accident. The complainant felt that the item was unbalanced. The complaint was not upheld on the grounds that the item focused on an individual story, and did not discuss a controversial issue of public importance.
- In October a complaint was considered about a live broadcast on ALT TV of the Groove in the Park concert on Waitangi Day. During the broadcast, text messages of a racist and sexual nature, including very explicit language, were run across the screen. The Authority ruled that the broadcast breached standards of good taste and decency

and children's interests and encouraged denigration and discrimination on the basis of race. It noted that 'a high threshold must be crossed to conclude that a broadcast encourages denigration in light of the requirements of the Bill of Rights Act 1991. In the BSA's view, the statements supporting death of and violence towards people of particular races could be described as hate speech'. In a first for BSA, Alt TV was ordered to refrain from broadcasting programmes between 12pm and 5pm on Labour Day and to instead display a statement which summarised the BSA's decision and apologised to viewers. They were also ordered to pay the maximum award of costs to the Crown of \$5,000.

ADVERTISING

There were twelve complaints made to the Advertising Standards Authority relating to race.

- In April, a complaint was made that an advertisement for United Travel Getaway depicted a stereotype of a Thai person. The complainant was of the view that the advertisement denigrated Thai people and 'did nothing to foster relationships between New Zealanders and people of other nations'. (Complaint 07/121; No grounds to proceed)
- In June, a complaint was made about a Radiolive television advertisement, consisting of comments made by the talkback host about 'poor performance' of Māori in education and the high rate of Māori who have no formal qualification. The complainant was of the view that the advertisement was a 'racist, ill-informed narrative, disguised as an advertisement'. (Complaint 07/173; Not upheld)
- In June, a complaint was made about a Telecom advertisement's portrayal of Russian women. The complainant felt that the advertisement was degrading and offensive. (Complaint 07/274; No grounds to proceed)
- In July, a complaint was made about a Just Jeans ad. The complainant felt that the advertisement restricted the company's marketing to a narrow group of people - 'Caucasians in their 20s' and excluded those who did not fit this stereotype. (Complaint 07/276; No grounds to proceed)

- In July, a complaint was made about an advertisement for Spamdunk.co.nz. The complainant felt that the advertisement was racist in its personification of Nigerian spam emails, and that the use of this image was degrading and ignorant. (Complaint 07/330; No grounds to proceed)
- In August, a complaint was made about a Yellow Pages advertisement which depicted a pair of animated black hands working for a white couple. The complainant 'expressed concern about the offensive racial overtones in the advertisements with the black hands doing the work and acting as the working class while the white man and woman act as overseers'. (Complaint 07/352; No grounds to proceed)
- In September, a complaint was made about a Bond & Bond mail brochure which made reference to saving 'half the GDP of Kenya'. The complainant felt that this was mocking and insulting to Kenyans and Africans. (Complaint 07/357; Not upheld)
- In September, a complaint was made about a Lotto advertisement which showed a variety of different people announcing to the camera what they would do if they won the draw. The complainant was of the view that the ad used racial stereotypes. (Complaint 07/415: no grounds to proceed)
- In October, an advertisement for Seven Tiki Rum showed four women in a canoe in a tropical island setting with the words 'get the bare facts' placed across their breasts. The complainant considered the ad offensive especially to many Polynesian people. (Complaint 07/469: Complaint Settled, advertisement withdrawn)
- In November, a complaint was made about an advertisement for the product 30 Second Spray which featured an Asian man in a laboratory coat introducing and demonstrating the product. The complainant felt that the Asian man featured had an exaggerated accent which implied stupidity and referenced racial stereotypes (Complaint 07/471: Not upheld)
- In December, a complaint was made about a direct mail brochure which contained pictures of a range of leather lounge suites, all with the accompanying disclaimer 'Not made in China'. The complainant felt that the advertising was 'prejudice and displays contempt and ridicule of all Chinese goods'. (Complaint 07564: Not upheld)
- Also in December, a complaint was made about a billboard for Rice Restaurant. A woman was pictured with a small dog on a lead walking in front of the restaurant. The complainant found the ad offensive as they believed it implied that Asians eat domestic animals. (Complaint 07/550: Not upheld)

Comment

Diversity continues to present challenges to the media. The Fairfax Media NZ Limited intern scheme, in its second year, is proving successful in increasing the diversity of journalism students, but further action is required throughout the sector. The review of the Press Council was a positive development, but the issue of effective standards and remedies with regard to race related matters in the media, including on the internet, remains on the agenda. The North and South decision by the Press Council and the ALT TV decision by the Broadcasting Standards Authority stand out as two strong decisions on journalistic standards.



Photo courtesy of Tony Gan, Asian Magazine

8. Hahi Religion

What Happened?

- **The National Interfaith Forum was held in Hamilton in February**
- **An Alliance of Civilisations Symposium was held in Auckland in May**
- **The Asia-Pacific Regional Dialogue on Interfaith Cooperation took place in Waitangi in May**
- **A forum on Religion and Schools was held in Auckland in August**
- **The first Hindu Conference was held in May**
- **The Office of Ethnic Affairs' Building Bridges programme continued**
- **Islam Awareness Week took place in August**
- **TVNZ screened a second series of programmes on diverse beliefs**
- **An interfaith council was established in Christchurch**
- **The Statement on Religious Diversity was published**
- **MPs supported retention of the parliamentary prayer**

New Zealand's Religious Diversity

New Zealanders identified their religion in the 2006 census as follows:

Christian:	2.1 million	50.7%
No religion:	1.29 million	31.1%
Hindu:	64,567	1.5%
Buddhist:	52,393	1.3%
Muslim:	36,150	0.9%
Other or not stated	600,169	14.5%

Source: Statistics New Zealand

Percentages calculated using New Zealand total population count: 4,143,279

Forums and Conferences

NATIONAL INTERFAITH FORUM

The fourth National Interfaith Forum was held in Hamilton in February with the theme of *Being together in faith: Kotahi ai ki roto i te whakapono*. The annual Forum provides a space for discussion, debate and sharing of knowledge on issues of religious diversity and encourages and facilitates connections between people of different faiths. Topics of discussion included experiences of people of different faiths, public debate on broadcasting funding allocations and how they reflect religious diversity, the link between spirituality and the environment from a Māori perspective, and activities of interfaith councils and groups. The Statement on Religious Diversity was also a major topic of discussion. The forum resolved to endorse the Statement as a basis for further discussion around issues of religious diversity in New Zealand and urged communities to engage with the Statement as a means of promoting further dialogue and understanding.

ALLIANCE OF CIVILISATIONS SYMPOSIUM

The Alliance of Civilisations initiative is a global effort to bridge divides between civilisations, co-sponsored by Spain and Turkey and launched by the Secretary-General of the United Nations in 2005. The Secretary General appointed

a High Level Group of 20 members from a broad range of regions and backgrounds to oversee implementation of the programme.

The High Level Group published a report in November 2006. It was divided into two parts: the first focused on the political factors underlying tension between societies, particularly in the Middle East, while the second contained recommendations for action in four main areas:

- Ensuring that **education** gives people an accurate picture of other peoples and cultures
- Giving **youth** more opportunities to understand people from other countries and societies
- Encouraging the **media** to avoid stereotyping and overstating conflict and disagreement, and
- Developing **migration** policies which avoid creating either resentment or fear.

The report provides recommendations within these themes for practical action involving states (at the national, regional and local levels), as well as international organisations and civil society.

The Prime Minister convened a High-level Symposium in Auckland in May to discuss the report and consider its implementation in New Zealand and in the Asia-Pacific region. It was attended by Ministers, Chief Executives, community leaders and experts from the Asia-Pacific region and beyond, and was the first regional meeting to be held anywhere to discuss the report. The Symposium supported the report, in particular its rejection of the 'Clash of Civilisations' theory, but considered that its implementation needed to have regard to the particular context of the Asia-Pacific region, which differed in particular respects from that of Europe and North America. The Waitangi Regional Interfaith Dialogue, which took place the following week, offered an opportunity for a broader range of community leaders in the region to consider the outcomes of the Symposium.

ASIA PACIFIC REGIONAL DIALOGUE ON INTERFAITH COOPERATION

Faith community representatives from 15 South East Asian and Pacific nations met in Waitangi for three days in May

for the third Asia-Pacific Regional Interfaith Dialogue. The two previous dialogues took place in Cebu, Philippines in March 2006 and Yogyakarta, Indonesia in December 2004. Representatives of a wide range of New Zealand faiths and denominations were able to attend.

The regional dialogue process is sponsored by the governments of Australia, Indonesia, New Zealand and the Philippines. The sponsoring governments were represented at the opening of the Waitangi dialogue by New Zealand Prime Minister Helen Clark, Philippines President Gloria Macapagal-Arroyo, Australian Foreign Minister Alexander Downer, New Zealand Foreign Minister Winston Peters, and Andri Hadi, representing the Indonesian Foreign Minister who was unable to attend.

The theme of the Waitangi dialogue was *Building Bridges*, and discussion focused on practical actions to increase interfaith cooperation for peace, justice and security. The resulting Waitangi Declaration and Action Plan focused on actions relating to youth, education and the media, as well as strengthening cooperation between governments and faith communities. The New Zealand delegation identified six areas within the Action Plan of particular relevance to New Zealand. These were:

- Identifying clear points of contact within government for relations with faith communities and interfaith cooperation, including the interfaith network facilitated by the Human Rights Commission
- Strengthening interfaith dialogue and addressing concerns within religious communities, making use of the Statement on Religious Diversity
- Establishing an Asia Pacific regional interfaith network and database
- Education about religions, with a focus on developing resources for the new school Curriculum which has a high-level focus on diversity
- Tertiary education institutions and religious diversity, including student exchanges, research and establishment of an Islamic Studies Centre
- The media and religious diversity, noting the work done by the Journalism Training Organisation and the review of the Press Council.

RELIGION AND SCHOOLS

Religion and Schools was the topic of the interfaith forum at the New Zealand Diversity Forum in August. The forum discussed teaching about religion in schools, and the provisions for religious instruction in primary schools. Speakers included Victoria University Religious Studies Professor Paul Morris, Auckland University Law Professor Paul Rishworth, Secretary of Education Karen Sewell, Human Rights Commission Principal Policy Analyst Sylvia Bell and a range of school representatives. It was noted that the new schools Curriculum would provide for students to learn about cultural diversity, including religious diversity. The Human Rights Commission provided a draft of *Frequently Asked Questions about Religion in Schools*, addressing the complexities for Boards of Trustees complying with the provisions of both the Education Act and the Human Rights Act and Bill of Rights Act in determining policies about religious instruction and observance in schools. The forum highlighted the need for:

- further research into the actual choices made by boards of trustees in relation to the teaching of and about religion and religious observances within New Zealand schools
- guidelines on these issues, and
- teaching materials on religious diversity and more generally for teaching about religion.

INTERNATIONAL COUNCIL OF CHRISTIANS AND JEWS

The New Zealand and Australian Councils of Christians and Jews co-hosted the annual conference of the International Council of Christians and Jews in Sydney in July. It was the first time that the conference had taken place in this part of the world. The theme was *Healing a Broken Earth – the Faiths Working Together*. The hosts sponsored the participation of more than 40 young people, Christians, Jews and Muslims from New Zealand and Australia and organised a youth forum. A Young Abrahamic Leadership Council of Australasia (YALCA) was established by the youth delegates following the conference. Muslim speakers from Australia, New Zealand and Bangladesh gave addresses and fully participated in developing a Jewish-Christian-Muslim dialogue alongside the now well-established Jewish-Christian

dialogue. Victoria University religious studies professor Paul Morris was awarded one of the ICCJ 2007 Interfaith Gold Medals – Peace Through Dialogue, for his pioneering work in Jewish-Christian relations.

NEW ZEALAND HINDU CONFERENCE

The first New Zealand Hindu Conference was held at the Hindu Heritage Centre in Auckland in May on the theme of *The contribution of the Hindu community to the national life of New Zealand*. The conference was organised by the Hindu Council of New Zealand, a newly constituted group, and included workshops and presentations relating to the economy, environment, culture, social life and health. The Hindu Council's other activities through the year included hosting a Matariki (Māori New Year) celebration at the Hindu Heritage Centre and a rangoli (Indian art form) workshop at Apumoana Marae, Rotorua, in order to develop stronger relationships with Tangata Whenua. The Hindu Heritage Centre also conducted te reo Māori lessons at the premises. The Hindu community is the second largest religious group in New Zealand after Christianity.

Programmes and Events

BUILDING BRIDGES

Building Bridges is a programme coordinated by the Office of Ethnic Affairs (OEA) which focuses on integration, public awareness and dialogue relating to the Muslim community. The following initiatives were undertaken by OEA in 2007 in partnership with the Federation of Islamic Associations of New Zealand:

- *Youth Awareness and Positive Dialogue*: a pilot project with schools to explore and raise awareness about Muslims among young people. The aim was to create an atmosphere for positive discussion and dialogue around Islamic belief and culture.
- *Visibility*: an educational resource which aims to create dialogue on the benefits and challenges of diversity. This resource will include material on the stereotyping of Muslims.
- *Media*: targeted training provided to Muslim community leaders and representatives. The training included prominent journalists and media representatives.

- *Youth Leadership*: a training programme to develop the leadership potential of young Muslim New Zealanders. This programme included four sessions: identity and self-esteem, intergenerational conflict, civic participation and the New Zealand environment and connecting with it.
- *Conference of Imams*: the first national meeting of Muslim religious leaders in November to discuss issues of leadership and integration.

ISLAM AWARENESS WEEK

Islam Awareness Week is an annual event organised by Federation of Islamic Associations New Zealand. It was celebrated in August with the theme of *Unity in Diversity*, recognising the many cultures from around the world that have come together under the banner of Islam. It aimed to increase New Zealanders' awareness of Muslim diversity, beliefs, values and practices and to provide an opportunity to engage with Muslim communities throughout New Zealand. Events were held throughout the country, including lectures and exhibitions, story telling by Muslim women and Mosque open days for the public to experience Muslim culture. The annual Harmony Awards, which this year included an additional media category, were presented as an introduction to the week.

MY GOD TELEVISION SERIES

Pacific Crews Production Company produced a second ten part television series, *My God*, which screened on Television New Zealand from August to October 2007. The half hour programmes, hosted by Chris Nichol, explored and celebrated the spiritual diversity of New Zealanders. Each programme focused on the life and spiritual beliefs of one New Zealand personality. Participants were selected for their unique perspective on life, each representing one of New Zealand's many and diverse religious groups. The programmes featured Hindu actor Raj Verma and All Black Bull Allen from the Destiny Church, Druid Chris Mullane, Anglican writer Jo Randerson, Helen Smith from the Church of Scientology, Christian Judge Andrew Becroft, Rationalist Dame Barbara Goodman, John Maihi from the Ringatu faith, Buddhist Joycelyn Foo and Unitarian Universalist Derek McCullough.

INTERFAITH NETWORKS

The Human Rights Commission continued to facilitate a national interfaith network, Te Korowai Whakapono, producing monthly electronic newsletters on interfaith dialogue and cooperation around the country.

A new Interfaith Council was launched in Christchurch in April. It joined other Interfaith Councils that undertake activities and projects throughout the country. The Auckland Interfaith Council organised a series of public seminars on life cycles including the beliefs of different faiths about birth, youth, maturity, death and seasons. The aim was to provide a space for people of different faiths to discuss important events in people's lives. Cities and regions that have interfaith Councils include: Auckland, Wellington, Christchurch, Bay of Plenty, Hibiscus Coast, Waikato, Gisborne, New Plymouth, Kapiti, Nelson and Wanaka. There is also an Abrahamic Interfaith Group in Dunedin.

SPEAKING TOUR BY DR LOIS WILSON

When Freedoms Collide was the theme of a series of public meetings held in May during the visit to New Zealand of the Very Rev Hon Dr Lois Wilson, a Canadian specialist in human rights and religious diversity. The meetings provided an opportunity for interfaith discussions within the framework of human rights and coincided with the Asia Pacific Regional Dialogue on Interfaith Cooperation. Meetings took place in Orewa, Auckland, Hamilton, Wellington, Napier, Kapiti Coast, Dunedin and Christchurch. A highlight was a panel discussion on the Statement on Religious Diversity at the Auckland Cathedral which attracted over 300 people.

Statement on Religious Diversity

The Statement on Religious Diversity was completed in March, taking into account the discussion at the Hamilton Interfaith Forum and subsequent submissions. The Human Rights Commission, with the support of the New Zealand Commission for UNESCO, published *Religious Diversity in New Zealand*, a small booklet containing the Statement and some accompanying background and commentary from Professor Paul Morris reflecting the comments received during consultation on the Statement. The booklet was distributed in May and provided to delegates to the Alliance

Statement on Religious Diversity

New Zealand is a country of many faiths with a significant minority who profess no religion. Increasing religious diversity is a significant feature of public life.

At the signing of the Treaty of Waitangi in 1840, Governor Hobson affirmed, in response to a question from Catholic Bishop Pompallier, 'the several faiths (beliefs) of England, of the Wesleyans, of Rome, and also Māori custom shall alike be protected'. This foundation creates the opportunity to reaffirm an acknowledgement of the diversity of beliefs in New Zealand.

Christianity has played and continues to play a formative role in the development of New Zealand in terms of the nation's identity, culture, beliefs, institutions and values.

New settlers have always been religiously diverse, but only recently have the numbers of some of their faith communities grown significantly as a result of migration from Asia, Africa and the Middle East. These communities have a positive role to play in our society. It is in this context that we recognise the right to religion and the responsibilities of religious communities.

International treaties including the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights uphold the right to freedom of religion and belief - the right to hold a belief; the right to change one's religion or belief; the right to express one's religion or belief; and the right not to hold a belief. These rights are reflected in the New Zealand Bill of Rights Act and Human Rights Act. The right to religion entails affording this right to others and not infringing their human rights.

The following statement provides a framework for the recognition of New Zealand's diverse faith communities and their harmonious interaction with each other, with government and with other groups in society:

1. The State and Religion

The State seeks to treat all faith communities and those who profess no religion equally before the law. New Zealand has no official or established religion.

2. The Right to Religion

New Zealand upholds the right to freedom of religion and belief and the right to freedom from discrimination on the grounds of religious or other belief.

3. The Right to Safety

Faith communities and their members have a right to safety and security.

4. The Right of Freedom of Expression

The right to freedom of expression and freedom of the media are vital for democracy but should be exercised with responsibility.

5. Recognition and Accommodation

Reasonable steps should be taken in educational and work environments and in the delivery of public services to recognise and accommodate diverse religious beliefs and practices.

6. Education

Schools should teach an understanding of different religious and spiritual traditions in a manner that reflects the diversity of their national and local community.

7. Religious Differences

Debate and disagreement about religious beliefs will occur but must be exercised within the rule of law and without resort to violence.

8. Cooperation and understanding

Government and faith communities have a responsibility to build and maintain positive relationships with each other, and to promote mutual respect and understanding.

of Civilisations Symposium and the Waitangi Regional Dialogue on Interfaith Cooperation. Members of the Destiny Church staged a demonstration outside the Waitangi meeting to express their opposition to a reference in the Statement about the separation of church and state, arguing instead that New Zealand should be a Christian state.

Following publication, the Statement was used to promote further discussion on religious diversity by inviting faith communities and other organisations to endorse it. Endorsements were received from Soka Gakkai International of New Zealand, Bishops of the Anglican and Catholic Churches, the Missionary Sisters of the Society of Mary, the Federation of Islamic Associations of New Zealand, the Islamic Women's Council, the National Spiritual Assembly of the Baha'is of New Zealand, the Waikato Interfaith Council, the Auckland Council of Christians and Jews, the Wellington Council of Christians and Jews, the Council of Christians and Muslims (NZ) Inc., the Christchurch Interfaith Council, the New Zealand Council of Christians and Jews, the Methodist Church of New Zealand and the Auckland Interfaith Council.

The Human Rights Commission continues to seek endorsements as well as suggestions for amendment from faith communities and other stakeholders and the Statement will be reviewed in time for the 2009 New Zealand Diversity Forum.

Issues

FAITH IN PARLIAMENT

Parliament's Standing Orders Committee considered a petition to amend the wording of the parliamentary prayer. The petition asked that the House continue to open its sittings with a prayer, but with wording that was not specifically Christian. The Speaker, Hon Margaret Wilson, who chairs the Committee, suggested a survey to determine if there was a mood among Members favouring a change. Seventy-four members or 84% of respondents said that the prayer should continue to be recited as it was at the beginning of each sitting. The Standing Orders Committee said the survey showed the prayer was a tradition that Members generally wished to retain in its current form.

Parliament continued to recognise faith communities and the events which are special to them. This included parliamentary functions to celebrate the end of Ramadhan (Eid) and Diwali.

SIKHS AND AVIATION

In a submission to a parliamentary select committee considering the Aviation Security Bill, the Sikh Centre said that Sikhs feared they would be unfairly targeted by security profiling as a result of the Bill. The submission followed a number of incidents involving Sikh airline passengers, including a Sikh man being removed from a Qantas flight in Queenstown and Sikh priests being required to deposit their swords with the pilot of an aircraft flying from Auckland to Hawkes Bay. The submission highlighted that Sikhs can be unfairly targeted because of a lack of understanding of the religious importance of the turban and the kirpan. The Sikh centre suggested protocols that could be adopted by relevant authorities and made offers of assistance for training. The Centre's concerns were included in the Select Committee's report back to Parliament, and the Civil Aviation Authority expressed its willingness to undertake an information campaign to avoid unnecessary confrontations, including the need for law enforcement officers to consider religious sensitivities when carrying out searches.

Comment

New Zealand made a significant contribution to international interfaith dialogue through the Alliance of Civilisations Symposium in Auckland and the Asia Pacific Dialogue on Interfaith Cooperation at Waitangi. At home, the Statement on Religious Diversity provided a framework for discussion of religious diversity and received widespread endorsement. There was a high level of interfaith activity.

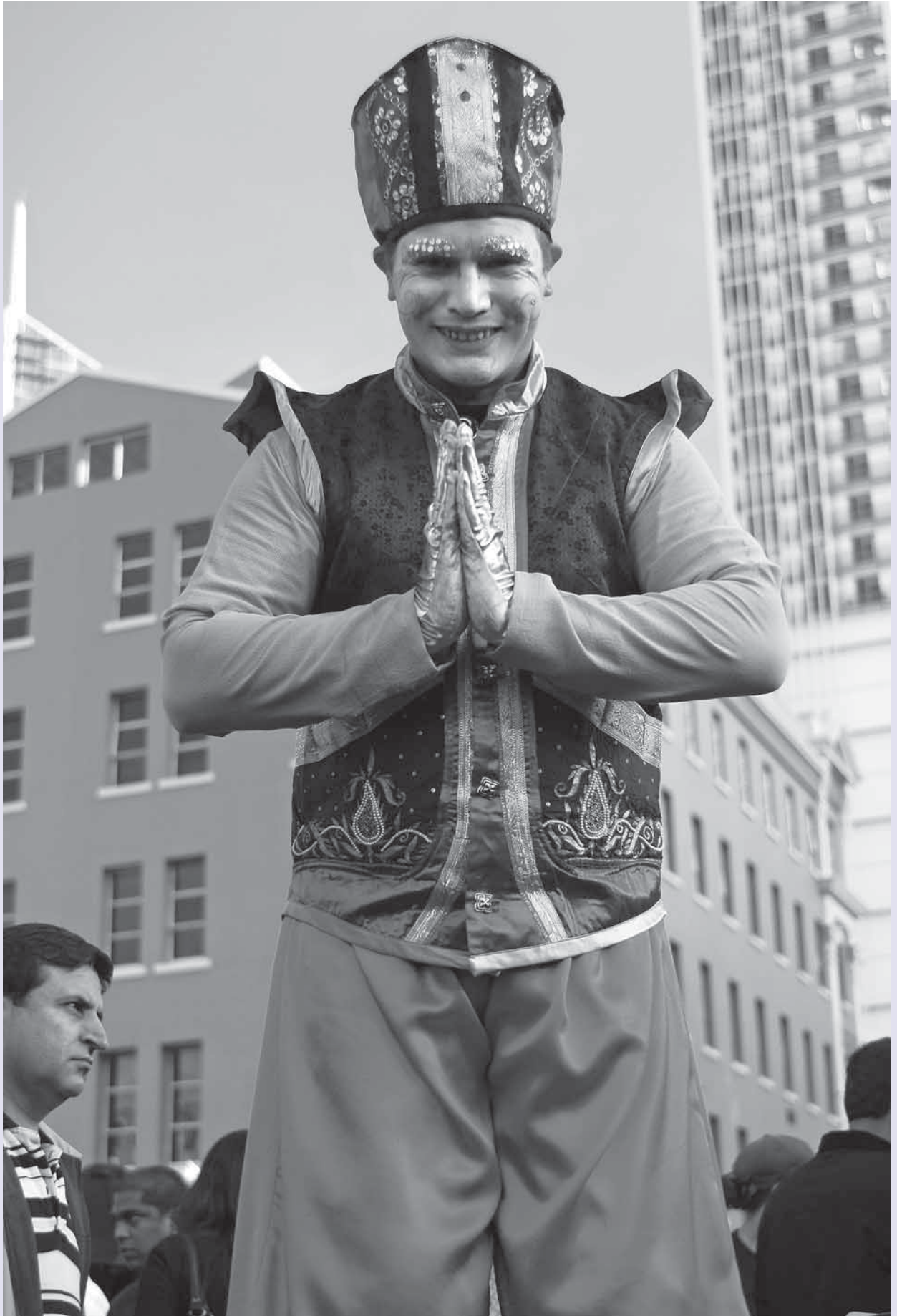


Photo courtesy of Tony Gan, Asian Magazine

9. Te Toi, Tikanga me Taonga Pumau

Arts, Culture and Heritage

What Happened?

- **New Zealand acceded to the UNESCO Convention for the Protection and Promotion of the Diversity of Cultural Expressions**
- **Creative New Zealand, Auckland City Council and ASB Community Trust published a report of research on Asian participation in the arts in May**
- **Many museums promoted cultural diversity through community exhibitions**
- **New Zealanders continued to participate in major cultural festivals and events such as the Chinese New Year, Pacific, Matariki and Diwali**
- **The Te Unga Mai festival was held in October to mark the first formal encounter between Māori and Pakeha.**

Protection of Cultural Heritage

The UNESCO Convention for the Protection and Promotion of the Diversity of Cultural Expressions came into force internationally in March. The Convention recognises the significance of cultural activities, goods and services in conveying identity, values and meaning, and recognises the need for states to take appropriate measures to protect and promote culture. After a process of public consultation, New Zealand acceded to the Convention in October.

CREATIVE COMMUNITIES

Creative New Zealand provides funding for local community based arts activities through the Creative Communities Scheme. The aim of the Scheme is to increase participation in the arts at a local level, and increase the range and diversity of arts available to communities. The Scheme is a partnership between Creative New Zealand and the 74 local authorities. Each local authority takes responsibility for delivering the Scheme in its area. Revised criteria for the scheme were piloted in 2006-07 in Auckland City, Rodney District, Waitaki District and Dunedin City. The new criteria focus on encouraging active arts participation, encouraging young people to participate in local arts activities and supporting activities that reflect and celebrate cultural diversity.

ASIAN AUCKLANDERS AND THE ARTS: ATTITUDES, ATTENDANCE AND PARTICIPATION IN 2006

Creative New Zealand, Auckland City Council and ASB Community Trust published a report of research on Asian participation in the arts in May. *Asian Aucklanders and the Arts: Attitudes, Attendance and Participation* examined levels of funding to Asian arts practitioners and identified key Auckland arts organisations that engage with Asian audiences. This research will inform a five-year Asian Aucklanders' Strategic Action Framework to address audience development, artists' development and community engagement.

As part of these initiatives, Creative New Zealand has developed Spotlight on Diversity. This programme will build capability in attracting and developing pan-Asian audiences

to the arts. Spotlight on Diversity will also see Creative New Zealand staff and leading United States cultural facilitator, Jerry Yoshitomi, work with Massive Theatre Company and the Oryza Foundation for Asian Performing Arts to roll out an Arts Ambassador initiative in the Auckland Region.

Museums and Galleries: Diversity Highlights

TODD FOUNDATION CENTENARY FUND GRANTS FOR CULTURAL DIVERSITY

The Todd Foundation is a charitable foundation that targets funding towards organisations and initiatives that contribute to its vision for Aotearoa New Zealand as a place where 'everyone is able to contribute to the best of their ability in a society that values and nurtures young people, encourages endeavour and recognises our cultural diversity'. In 1985 the Foundation established a Centenary Fund to commemorate 100 years of the Todd family's business interests, and each year a specific theme is selected, generally rotating between three categories: Environment and Conservation, Health and Science, and Arts and Cultural Heritage. In 2006, five centenary fund grants totalling \$280,000 were given to museums for arts and cultural heritage projects that promote tolerance and build understanding in the community. The recipients were Auckland Museum for the *Treasures and Tales* children's exhibition and events, Canterbury Museum for the *Around the World in 30 Lounges* exhibition, Christchurch Art Gallery for the *Christchurch Community Cultural Diversity Programme*, the Carter Observatory for the development of a Māori/Polynesian room and exhibits, and Waikato Museum for the *Keeping Faith* exhibition.

AUCKLAND MUSEUM: DIVERSITY FORUM AND VAKA MOANA

Auckland Museum hosted the 2007 New Zealand Diversity Forum in August, including a specialist forum for museum and gallery staff on the promotion of cultural diversity in their communities. One of their major exhibitions for the year was *Vaka Moana*, telling the extraordinary story of the exploration and settlement of the Pacific by skilled Polynesian navigators 3000-4000 years ago.

CANTERBURY MUSEUM: AROUND THE WORLD IN 30 LOUNGES

Around the World in 30 Lounges was a joint initiative between the Canterbury Museum and the Christchurch Art Gallery which ran from March to May 2007. The exhibition displayed typical lounge settings from 30 different communities from Africa, the Middle East, Oceania, the Indian subcontinent and Europe. The exhibition celebrated cultural diversity and encouraged viewers to engage with the symbolism of the lounge as a space adorned with objects and images that define and express cultural identity.

CHRISTCHURCH ART GALLERY: TOI MĀORI: THE ETERNAL THREAD

Christchurch Art Gallery was the official host for the homecoming of the *Toi Māori: The Eternal Thread* exhibition from February to May. Supported by Te Waka Toi, the Māori Arts Board of Creative New Zealand, the exhibition celebrated Māori weaving and its evolution from past to present. More than forty leading Māori weavers' work was featured, and a programme of events included demonstrations of weaving and presentations by the artists themselves. The exhibition was developed and toured by Pataka Museum in partnership with Toi Māori Aotearoa and Te Roopu Raranga Whatu o Aotearoa.

OTAGO MUSEUM: ERIN GO BRAGH

Erin Go Bragh (Ireland Forever) looked at the experiences of Irish settlers in Otago and Southland. The majority of these settlers were Catholics who developed a new sense of identity around the twin poles of their church and their Irishness. The minority of Irish Protestants merged more easily into a colonial society dominated by Scots and English fellow Protestants, but still retained their Irish identity.

PATAKA MUSEUM, PORIRUA: MIGRATING KITCHENS

The *Migrating Kitchens* exhibition, featuring stories celebrating family, food and festivals, was held at the Pataka Museum in Porirua from August to October. It was organised by documentary producers and directors Jennifer Bush-Daumeac and Anna Cottrell in association with RMS Refugee Resettlement. The inspiration for the exhibition

came from the belief that the kitchen is the centre of the home, and featured cooking demonstrations and weekly talks by chefs, accompanied by song and dance. The exhibition featured Polynesian, Asian, Middle Eastern and African kitchens.

PUKE ARIKI, NEW PLYMOUTH: TAKAPOU WHĀRIKI

Takapou Whāriki (Family, History, Identity) was the first of a series of five exhibitions featuring the people of Taranaki on the theme of *Common Ground*. The exhibitions present aspects of the region's community wellbeing – social, environmental, cultural and economic – concluding with an exhibition on the Taranaki Wars in 2010, the 150th anniversary of the start of the first war in 1860. *Takapou Whāriki* focused on immigration and settlement in Taranaki, and on diversity and inclusion. Filmmakers captured local people talking about the experience of migration and settlement while community groups participated in speaking, performing and hosting the exhibition programme.

TE MANAWA, PALMERSTON NORTH: WALK WITH ME

Te Manawa Museum held an interactive social history exhibition, *Walk with Me*, from May to August. The exhibition, which was first held at the Petone Settlers Museum in 2006, aimed to provide an insight into the refugee experience in New Zealand. It was based on the simple premise of connecting people emotionally and practically with refugees resettled in New Zealand and endeavoured to promote understanding, shared experience and knowledge. Using large-scale information boards, photographs and tactile scene settings, visitors were able to move around in and engage with the physicality of refugee life.

TE PAPA: MO TATOU

The *Mo Tatou* exhibition at Te Papa celebrates the distinct and dynamic culture of the South Island's Ngāi Tahu Whānui people. A partnership between Ngāi Tahu Whānui and Te Papa, the exhibition opened in July 2006 and will continue until July 2008. The principles supporting the exhibition are to reflect contemporary understanding of Ngāi

Tahu Whānui's past and future. A spirit of culture, tenacity, sustainability and innovation is bound together in creation stories and taonga spanning eight centuries of Ngāi Tahu Whānui history and experience. *Mo Tatou* is shortened from 'Mo tātou, a, mo ka uri, a muri ake nei' and means, 'For us and our children after us'.

TE PAPA: TANGATA O LE MOANA

Tangata o le Moana, the story of Pacific people, is a major long-term exhibition for Te Papa which opened in October. The exhibition spans throughout history and into the present day and ventures into all areas of Pacific culture. This is achieved through exhibits ranging from ancient vaka (canoes) to contemporary jewellery to 'Pacific Beats', an interactive exhibit that enables visitors to remix the sounds of Pacific musicians such as Fat Freddy's Drop. The exhibition aims to raise questions of cultural identity as well as promote New Zealand as a Pacific place in location and history.

TE PAPA: THE SCOTS IN NEW ZEALAND

The Scots in New Zealand opened in August and will run till February 2010. It is a celebration of Scottish heritage - one of this country's most widespread migrant groups. Through a selection of objects, images and short films, the exhibition aims to highlight the presence of the Scots in everyday New Zealand life. The exhibition profiles a range of people from farmers, architects and engineers, to charismatic church leaders, a Scottish lad who became prime minister and lively women who fought for the vote.

WAIKATO MUSEUM: KEEPING FAITH

Keeping, Faith – Religious Trends in the Waikato, is a community-based exhibition and education programme on religious diversity running from October 2007 to March 2008. Nine religious groups of significance to the Waikato are portrayed through objects, photography, music and film. The exhibition aims to explore religious diversity in the Waikato and encourage a climate of mutual respect in the community. It also showcases the Statement on Religious Diversity.

Cultural Festivals

The number of cultural festivals and participation in them continued to grow in 2007. Many fall within the period from Waitangi Day in February to Race Relations Day in March; together they make up an increasingly full calendar for what has been called the Diversity Season. Some of the key events in 2007 were:

Waitangi Day. Waitangi Day was marked in many centres not only by ceremonies and discussion forums about the Treaty, but also through celebrations of the diversity of New Zealand cultures. Among the largest were the Manukau City Waitangi Day festival and the Porirua City Festival of the Elements.

Chinese New Year. The Asia New Zealand Foundation worked with the Christchurch and Auckland City Councils to present the spectacular Chinese Lantern Festivals in Christchurch and Auckland in February. Chinese communities and city councils organised events in many other centres as well.

Auckland Festival, AK07. Auckland's international arts festival was held in February-March and provided an opportunity to showcase the diversity of New Zealand artists alongside international performers.

WOMAD. Hundreds of artists from all over the world performed to an audience of 51,000 over three days in Taranaki in March. The annual WOMAD festival exemplifies cultural exchange by bringing the arts of different cultures to a wide audience through music and dance.

Te Matatini National Kapa Haka Festival. The 2007 festival took place in Palmerston North, with the theme *Kia Mau Tonu Ai Ko Nga Hua Pai – Making The Good Things Last*. The festival attracted an audience of approximately 40,000 and 30 competing groups and featured guest artists and performances, exhibitions, food stalls, family and children's entertainment, and a fireworks display. Te Matatini has been recognised by UNESCO, which promotes the festival through its global networks and United Nations agencies.

Pasifika. The Pasifika Festival in March is an internationally recognised event that promotes, celebrates and creates

awareness of Pacific culture and arts across the Auckland region and internationally. It began in 1993 as a major cultural festival for the Auckland region, inspired by the South Pacific Islands Development Association, a core group of Pacific Island Consuls, the Pacific Islands Chambers of Commerce, TVNZ, Telecom, a group of companies and Auckland City Council. An estimated 225,000 people attended in 2007.

ASB Polyfest. The annual Auckland secondary schools Māori and Pacific Islands dance and music festival in March has become a major cultural event, with thousands of school students competing. Added to the stages for the different Pacific communities this year was a world stage sponsored by the Office of Ethnic Affairs.

St Patrick's Day. The celebration of Ireland's national day in March attracts thousands of people with major events, including parades in many centres, reflecting both the large numbers of New Zealanders of Irish descent and the popularity of Irish culture.

Race Relations Day. The Federation of Ethnic Councils and local government organised multi-ethnic festivals for Race Relations Day in March. Some of the largest festivals attracting many thousands of people took place in Tauranga, New Plymouth, Hastings, Palmerston North, Nelson and Christchurch, and there were events in many other centres as well.

Matariki. Matariki, the festival marking the Māori New Year, continued its growth towards being one of the most widely celebrated events in New Zealand. Auckland councils combined with local iwi for a month long programme throughout the region, Te Papa had a similar month long programme, and there were a range of events throughout the country. The well established programmes in Hawkes Bay and Northland continued to grow. They were among the first regions to champion the event as one for the whole community.

Diwali. Diwali, or the Festival of Lights, was held in November. The festival celebrates and promotes Indian identity, tradition and culture. The Asia New Zealand Foundation, in conjunction with the Auckland and Wellington City

Councils, has organised major festivals in Auckland and Wellington in since 2002. Many thousands attend both these festivals and the events organised by Indian communities and local councils throughout the country.

TE UNGA MAI

Gisborne's Te Unga Mai Trust launched an annual festival in 2006 to mark the first formal encounter (Te Unga Mai, the Arrival) between Māori and Pakeha, when Captain Cook landed in Gisborne in 1769. The Trust promotes the event as a way of both acknowledging the turbulent beginnings of the relationship, with the fatal shooting of two Māori, and the encounter of two great voyaging cultures represented by the Horouta Waka and Cook's ship, the Endeavour. The 2007 festival was held over three days at Te Poho o Rawiri Marae, starting with an interfaith service, and including a lecture series, entertainment and an education programme involving 600 students from 30 schools. Several thousand people participated. The Trust's vision revolves around 'the celebration of a nation' and activities include delivering the annual festival, providing interactive learning opportunities through heritage education programmes, developing exhibitions in the landscape and displays that can operate at the Tairāwhiti museum and elsewhere, producing and coordinating tourism ventures and resources, and facilitating cooperation and collaboration between diverse groups to achieve positive outcomes for the whole community.

Comment

The important role of museums in promoting and celebrating our diverse communities was again evident. New Zealanders continued to celebrate cultural diversity through a multitude of festivals. The growth of Gisborne's Te Unga Mai Festival was an example of how significant episodes in our history can be a spur to an honest process of intercultural understanding and reconciliation.



10. Tikanga-a-Iwi me Tōrangapū

Civil and Political Rights

What Happened?

- Elections were held for school boards of trustees, local government and district health boards
- Figures for apprehensions, community based sentences and imprisonment remain disproportionately high for Māori
- The Police Act was reviewed and a new Policing Bill introduced into Parliament
- The Police Complaints Authority was reconstituted as the Independent Police Conduct Authority and given wider powers
- Police conducted anti-terrorism raids in October and 'locked down' the Māori settlement of Ruatoki
- An 'Effective Interventions' programme sought to address overrepresentation of Māori and Pacific people in the criminal justice system
- The New Zealand Crime and Safety Survey found that Māori and Pacific people are consistently at higher risk of being victims of crime

Participation

PARLIAMENT

At the end of the year, Parliament had 121 members, of whom 22 identified as being of Māori descent, four of Pacific Island descent, and two of Asian descent.

Public Service

The ethnic composition of the Public Service for the period from 2004-07 was as follows.

	2004	2005	2006	2007
European	79.4%	79.0%	77.5%	76.3%
Māori	17.4%	17.5%	16.7%	16.8%
Pacific	7.1%	7.3%	7.4%	7.6%
Asian	4.7%	5.4%	5.9%	6.5%
MELAA	0.4%	0.4%	0.5%	0.7%
Other*	1.4%	1.2%	3.5%	3.5%

Source: Human Resource Capability Survey of Public Service Departments as at June 2007.

*Includes New Zealander from 2006

School Boards of Trustees

The triennial elections for School Boards of Trustees were held from February to May. There was little change in the ethnic composition of Boards of Trustees as compared with 2004. Of the 18,586 persons elected, co-opted and appointed, the proportions were as follows:

	2004	2007
European	78.3%	77.7%
Māori	16.0%	15.4%
Pacific	3.1%	3.5%
Asian	0.8%	0.9%
Other	1.8%	2.5%

LOCAL GOVERNMENT

Local body elections were held in October. 29% of successful candidates were female and 71% were male. The ethnicity of successful candidates (including councillors and mayors for all 85 territorial authorities) for city, district and regional councils were as follows:

European	87.3%
Māori	3.6%
European and Māori	1.2%
Other*	6.3%
Not stated	1.5%

*Includes New Zealander, Kiwi, Pacific, all other ethnicities.

DISTRICT HEALTH BOARDS

District Health Board elections were held in October as part of the three yearly local government elections. The legislation empowers the Minister of Health to make up to four additional appointments to balance the board's expertise, as deemed necessary. As at 1 January 2008, there were a total of 219 members of District Health Boards in office of whom 147 were elected in October and 72 were appointed subsequently by the Minister of Health. Of these 219 members, 208 had identified their ethnicity to the Ministry of Health by that date, as a part of the standard declaration form: 76.9% identified as 'New Zealand European', 19.2% as 'Māori', 2.9% as 'Samoan', 1.9% as 'Indian' and 6.3% as 'Other'. (Note that percentages add up to more than 100 as individuals can identify more than one ethnicity. 'Other' included the following: 'New Zealander' and variations, 'Scottish', 'Indo-Fijian', 'British', 'Irish/Scottish', 'Dutch' and 'African Negro'.)

Criminal Justice System

POLICE ACT REVIEW

A Policing Bill was introduced to Parliament in December, following a comprehensive review of the legislative arrangements for policing and a rewrite of the 1958 Police Act and accompanying regulations. The review included extensive public consultation. A report on *What the New Zealand public want and expect from their police in the 21st Century* was published in March 2007. Among its findings were that:

Key population groups - younger people, ethnic minorities and people from lower socio-economic backgrounds - are more likely to hold negative perceptions of Police. Demographic projections for New Zealand indicate Police face significant challenges, especially in Auckland, where there is a high concentration of all three of these groups... Some believe Police has yet to come fully to terms with

Disproportionate representation of Māori in particular continues to be a feature of apprehensions, community based sentences and imprisonments.

Apprehensions 2006-07

Numbers and percentages of apprehensions.

European	92,848	44.3%
Māori	89,171	42.5%
Pacific	18,223	8.7%
Asian	5,425	2.6%
Other/ unknown	3,975	1.9%

Community Based Sentences 2007

Numbers and percentages of community based sentence offenders

European	11,319	40.18%
Māori	12,736	45.21%
Pacific	2,538	9.01%
Asian	347	1.23%
Other/ unknown	1,231	4.37%

Imprisonment 2007

Numbers and percentages of prisoners

European	2,652	34.02%
Māori	3,929	50.40%
Pacific	919	11.79%
Asian	204	2.62%
Other/ unknown	92	1.18%

Sources: Department of Corrections and New Zealand Police

the multi-cultural dynamics of New Zealand and Police's relationship with the community... Some see Police at a cross-roads regarding how effective policing will be in a multi-cultural New Zealand.

The report was followed by a public discussion document on *Policing Directions in New Zealand for the 21st Century* which was released in May, forming the basis for a second round of public discussions. A summary of submissions, *Public Views on Policing: An overview of submissions on Policing Directions in New Zealand for the 21st Century*, was published in August.

The Policing Bill is intended to be a comprehensive modernisation of the main law relating to New Zealand Police, with two key objectives:

- To confirm and strengthen the legal arrangements for the way the Police are organised and governed, with a clearer focus on the balance between independence and accountability, and
- To set a platform for improving Police's effectiveness, especially by updating the approach to employment practices, and establishing a contemporary framework for the exercise of policing powers.

The Bill includes a set of policing principles, as follows:

- Principled, effective and efficient policing services are a cornerstone of a free and democratic society under the rule of law
- Effective policing relies on a wide measure of public support and confidence
- Policing services are provided under a national framework but also have a local community focus
- Policing services are provided in a manner that respects human rights
- Policing services are provided independently and impartially
- In providing policing services every Police employee is required to act professionally, ethically and with integrity.

The Bill will be referred to Select Committee for further public submissions after its first reading early in 2008.

INDEPENDENT POLICE CONDUCT AUTHORITY

Following the report of the Commission of Inquiry into Police Conduct in March, the Police Complaints Authority was reconstituted in September as the Independent Police Conduct Authority, with more resources and greater independence. In December, Cabinet agreed to six further proposals to enhance the role of the Authority, which would:

- allow the Authority to undertake its own investigations of complaints about Police misconduct in defined circumstances
- allow the Authority to conduct own motion investigations into serious incidents or incidents of significant public interest
- amend the current secrecy and privilege provisions so that information gathered during the Authority's investigations can be used in subsequent proceedings
- give Authority investigators the necessary powers to carry out their enhanced investigatory role
- enable the Authority to decide whether there is sufficient evidence to warrant a criminal prosecution, where it has investigated a matter itself, or directed and controlled a Police investigation, and
- allow the Official Information Act to apply to the Authority.

POLICE ANTI-TERRORISM OPERATION

Following 18 months of police surveillance of people suspected of terrorist activity (including the alleged holding of training camps in the remote Urewera region) around 300 police officers were involved in an anti-terrorist operation on 15 October. Search warrants were executed in Auckland, Whakatane, Ruatoki, Hamilton, Palmerston North, Wellington and Christchurch. The warrants were to search for evidence for charges under the Arms Act and the Terrorism Suppression Act. The police also 'locked down' the small Tuhoë settlement of Ruatoki in the Bay of Plenty, searching a number of houses, stopping vehicles going in and out of the settlement and taking photographs of the occupants. A total of 16 people, including members of Māori sovereignty, environmental, peace and anarchist groups

were arrested. Six were Māori, of whom three were Tuhoe, including well-known activist Tame Iti. They were charged with illegal possession of firearms under the Arms Act, and the Police indicated that they would also be seeking to lay charges under the Terrorism Suppression Act. More people were questioned and more properties searched in the days following the initial arrests.

There was significant public protest at the operation, particularly in relation to the treatment of people in Ruatoki and the use of the Terrorism Suppression Act in a domestic political context, as well as widespread skepticism about the terrorism charges themselves. The Solicitor General, who is required to approve any charges under the Terrorism Suppression Act, found in November that there was insufficient evidence to proceed and that the requirements of the law were too complex. He recommended that the Terrorism Suppression Act be reviewed by the Law Commission, and this was accepted by the Government. Several newspapers published extracts from a leaked copy of the submissions made by the Police to the Solicitor General and faced possible contempt charges as a result. A number of complaints about the Police operation and media coverage were received by the Human Rights Commission and the Independent Police Conduct Authority, and a lawyer acting for Ruatoki residents, having unsuccessfully sought a settlement of claims from the Police, indicated in December that he would be filing claims in the civil courts.

EFFECTIVE INTERVENTIONS PROGRAMME

The Government announced an Effective Interventions Programme in 2006 which comprised a suite of initiatives to reduce crime, provide alternatives to prison and make smarter use of prisons. Effective Interventions activities in 2007 included:

- The development of a programme of action for Māori to help address the over-representation of Māori in the criminal justice sector. The intention is to identify and support innovative programmes to reduce Māori offending, re-offending and imprisonment designed, developed and delivered by Māori. The programme of action comprises three key elements: on-going engagement with Māori communities, supporting and learning from innovative providers and enhancing information gathering

and analysis across the justice sector about effectiveness for Māori.

- The development of a programme of action for Pacific Peoples to identify gaps in service delivery and ensure that agencies and Pacific communities work together to develop options to address offending by Pacific Peoples. This work was informed by the Pacific Safer Communities and Crime Prevention Fono that was held in June.
- A new building to house the Te Hurihanga residential programme for serious young offenders was opened in Hamilton in April. The Hurihanga pilot aims to identify effective interventions for male offenders between 14 and 17 years of age who are at high risk of re-offending. Through a comprehensive programme delivered by specialists, it provides a longer and more intensive option to other sentences currently available to the Youth Court. It is expected that up to 80% of participants in the programme will be Māori. The Ministry has contracted the Youth Horizons Trust to work with Raukura Waikato to ensure that the programme makes the best possible use of cultural practices which can influence responsible decision making.

CRIME AND SAFETY SURVEY

The findings of the 2006 New Zealand Crime and Safety Survey (NZCASS) were published in April 2007. The NZCASS explores the experience of crime victimisation of more than 5,000 randomly selected New Zealand residents 15 years of age and over, including Māori and Pacific Peoples.

The 2006 Survey concluded that although personal crime (including violent crime) has not risen since the last survey in 2000, there had been a small increase in household offences (such as burglary and vehicle theft). The risks of experiencing crime were consistently higher for some groups, such as Māori and Pacific Peoples, sole parents and those living in the most deprived areas.

The survey findings will be applied in the areas of crime prevention and reduction, services to victims, Police and Court services, family violence services and the development of policy and legislation.

DISTRICT COURTS INITIATIVES

A range of initiatives to address ethnic inequalities continued at the District Courts level, including:

- The funding of cultural report writers, including Māori, Cook Island, Tongan, Samoan, Kiribati, Tokelauan, Chinese (Mandarin-speaking and Cantonese), Sri Lanka (Sinhalese), Ethiopian (Amharic) and Somali
- The translation of domestic violence pamphlets and a DVD on the Family Court and domestic violence into 15 languages
- The provision of Parenting through Separation services in a range of languages, and
- The funding of a range of providers of social services to Māori, Pacific and Chinese people.

Comment

Representation of Māori, Pacific and other ethnic groups on school boards of trustees, local and regional councils and district health boards did not improve significantly in the triennial school trustee and local body elections, and in most cases these groups remain underrepresented. The high rate of Māori imprisonment remains a major concern. The reform of the former Police Complaints Authority and the review of the Police Act were positive developments. The anti-terrorism raids in October provoked both distress and disquiet, and questions about the justification for the raids and the conduct of police remain to be answered through legal processes in 2008.



11. Whakahäweatanga

Discrimination

What Happened?

- **UMR conducted a research poll in December for the Human Rights Commission on people's experience and perceptions of discrimination**
- **The media reported a number of incidents of racially motivated crime and harassment**
- **The Human Rights Commission received 414 complaints of racial discrimination and harassment**
- **The Human Rights Review Tribunal heard one case relating to alleged discrimination in cultural practices**

Perceptions and Experience of Discrimination

A UMR research poll conducted in December for the Human Rights Commission surveyed New Zealanders' perceptions of discrimination and personal experience of discrimination. Perceived discrimination was generally lower in 2007 than in previous years. The proportions of respondents who believe Asians, recent immigrants and refugees are discriminated against were easily at their lowest levels since tracking began in December 2000.

Respondents were asked to name groups of people who they think are generally most discriminated against in New Zealand. 11.1% said Asians for their first mention, 10.5% said middle class or working class people and 8.9% said Māori. The most common first mentions however were 'unsure' (15.5%) and 'none' (13.3%).

The total proportion of race-related first mentions was down from the previous survey in February 2006, falling from 42.6% to 37.1%. Contributing to this fall was a 5.3% drop in the proportion who first mentioned Asians and a 3.3% drop in the proportion who first mentioned recent immigrants. The proportion who first mentioned Māori increased 2.5% to 8.9%.

Respondents who gave a first mention (i.e. did not say unsure or none) were then asked to name all other groups they think are discriminated against in New Zealand. When looking at total mentions (first mention + all other mentions), Asians were easily the most perceived discriminatory group, mentioned by 26.2%. Māori received 16.9% of all mentions and middle class or working class people received 12.7% of all mentions.

The one type of discrimination that respondents felt had significantly increased was discrimination based on income level. The proportion of people who didn't name any groups as being discriminated against was nearly double the figure from 2006.

Respondents were then given a list of twelve different groups in today's society and asked to rate their perceived discrimination level using a forced four-point scale. Once again, Asians topped the list, with 68% saying this group is discriminated 'a great deal' or 'some'. 62% said people on

welfare, recent immigrants and people who are overweight are discriminated against at the same level. The groups with the lowest perceived discrimination were women (39%) and men (29%).

Perceived discrimination amongst these groups was generally lower than in 2006. Of the twelve groups, nine had lower discrimination levels from 2006 and eight had their lowest levels recorded since tracking began in December 2000. The biggest falls were -8% for recent immigrants, -7% for refugees and -4% for Asians. Discrimination levels for overweight people and older people increased 3% and 2% respectively.

One in five respondents felt they had been personally discriminated against in the past year. Of these, 37% felt discriminated against by a government department or agency and 35% by an employer or potential employer. The most common reason for feeling discriminated against was race related (33%). Many respondents felt they had been discriminated against for multiple reasons. Younger people were more likely to declare personal discrimination (30% of those under 30) compared to older people (11% of those aged 60 plus). Blue collar workers were also more likely to declare personal discrimination (25%) compared to professionals (13%) or retirees (10%). Māori were most likely to feel discriminated against at 31%, compared to 24% of Pacific peoples and 20% of non-Māori New Zealanders.

Media reports of race related incidents

There were a number of media reports of racially motivated crime, harassment and discrimination, including:

- A Chinese family was subjected to a racist graffiti attack in Palmerston North. They said the windows in their grocery store had also been smashed on about four occasions in the past 12 months. (*Manawatu Standard*, 6 January)
- A woman was convicted in the Gisborne District Court of a racial attack on a group of Somalis and damage to their vehicle in 2004. (*Gisborne Herald*, 6 March)
- Three Korean students in Nelson were attacked by two men described by Police as skinheads with white supremacist views. The men were subsequently sentenced to jail terms for assault with intent to injure. (*Nelson Mail*, 28 March)
- An Indian man was forced to disembark from a Qantas plane flying from Queenstown to Auckland. The crew said it was because other passengers were uncomfortable flying with him, apparently because he was wearing a turban. (*Mountain Scene*, 15 March)
- A Nelson man was arrested and two youths were referred to Youth Aid after what police described as two racially motivated attacks on Asians in the city. The man attacked a South East Asian woman in her garage, and later the same evening, with the two youths, verbally abused an Indian man. (*Nelson Mail*, 26 April)
- A group of Asian teenagers contacted the *Northern Advocate* saying they were often harassed and many of their peers had 'experienced aggression from a very small but disturbing minority in Whangarei'. They said that despite having spent most of their lives in New Zealand, they were still made to feel like foreigners in a country they called home. (*Northern Advocate*, 27 April)
- The captain of the Hamilton Wanderers soccer team resigned after his Somali team-mates were subject to a number of racist remarks by officials from Auckland teams in April. The four Somali players also quit the team after the incidents, saying they felt ostracised by their team as well. (*Waikato News*, 14 April)
- Foreign doctors at Wanganui Hospital said they had been targets of racial abuse and some operations had been cancelled when patients learned that a foreign doctor was the operating surgeon. (*TV3 News*, 20 June)
- Asian students said that being the target of flying missiles from cars and verbal abuse was becoming a fact of life for more Asian people in Christchurch. (*The Press*, 2 July)
- Three men with shaven heads and wearing masks acted like 'crazed animals', bashing a Chinese student with beer bottles and yelling racial taunts during an early morning home invasion in Christchurch. (*The Press*, 2 August)
- A teenager was told to remove his painted moko at a soccer game after the opposition complained about it being intimidating. The referee confirmed that he had asked the player to wash off the paint because two players on the

opposing team had complained. Asked what would have happened if the moko had been a tattoo, Mr. Stather said he would have had to consult New Zealand Football. (*New Zealand Herald*, 10 September 2007)

- Two players from the Chinese United football team were arrested after the referee was assaulted during a match at Elmwood Park in Christchurch. Players from the Chinese United team said they thought there was 'a little' racial motivation to the fight. They were being called 'Chinese f....' during the match. (*Christchurch Press*, 3 September 2007)
- Six Jewish graves in Wellington's Karori cemetery were painted with anti-Semitic graffiti following the publication of an interview with the Israeli Ambassador in the *Dominion Post* (*Dominion Post*, 1 November)
- A Taiwanese-born teenager and her two younger brothers were assaulted and told to 'go back to China' by five young girls in Tauranga. (*Bay of Plenty Times*, 14 November)
- An Indian man was racially abused as a 'terrorist' and a 'Paki' and punched in the face by a group of five or six men while getting into a taxi in Queenstown (*Mountain Scene*, 15 November)
- A Taupo man appeared in court for verbally abusing a group of boys in Napier for 'hanging around' with an Asian boy, and then racially abusing the Asian boy, spitting at him and hitting him in the face. (*New Zealand Herald*, November 22)
- An Invercargill man was arrested in Queenstown for offensive behaviour for allegedly yelling racist slurs such as 'white power' from the passenger window of a vehicle. (*Mountain Scene*, 13 December)
- A Dunedin academic said his Chinese family members were abused at a children's playground by teenagers driving by. He said his wife, a New Zealand citizen who had lived in the country for ten years, dealt with racism on a daily basis in Dunedin from the supermarket assistants who spoke down to her because of her accent or spoke very slowly despite the fact his wife had three university degrees and was about to complete her PhD, to the people who sounded their car horns even though his wife had not made a mistake. (*Otago Daily Times*, December 24)

Complaints to the Human Rights Commission

The Human Rights Commission received 414 complaints and enquiries involving race-related grounds in 2007, out of a total of 1486 complaints and enquiries about unlawful discrimination.

Over the four years that the Commission has been publishing data on race discrimination, the greatest number of complaints and enquiries with a race component was in 2005 when there were 597; possibly because it was an election year and also because it included the outcome of the investigation by the United Nations Committee on the Elimination of Racial Discrimination on the Foreshore and Seabed legislation. The lowest number was in 2004, when there were 304.

The pattern of complaints is similar to that of previous years. However, towards the end of the reporting period, the anti-terrorism raids by the Police in Ruatoki and some of the resulting comments skewed the complaints about inciting racial disharmony.

The grounds of complaint are broken down as follows (including the percentage of overall complaints received on the grounds of race):

• Colour	14	(0.9%)
• Ethnic or national origin	142	(9.6%)
• Racial disharmony	66	(4.4%)
• Race	258	(17.4%)
• Racial harassment	75	(5%)

Generic race issues or matters of national or ethnic origin were once again the most frequent source of complaint. The largest number of complaints related to employment. As in previous years, attempts by employers to prevent their employees from speaking languages other than English and the difficulties experienced by people from other countries in getting employment figured significantly. By contrast, complaints about measures to ensure equality continued to decline. Only one complaint, relating to a school's prize for the best Māori student, fell within the relevant provision and the complainant was satisfied with the school's explanation for establishing the award.

Of the 414 complaints, 100 (such as requests for information) were resolved at a very early stage. Several others were referred to the Commission's policy team to deal with as broader human rights matters. This should not be seen as reflecting negatively on their importance. At least one (the abatement of overseas pensions against New Zealand superannuation) is of considerable concern to many people, but because of its complexity is better addressed as a policy matter rather than through mediation or litigation.

GOVERNMENT AGENCIES

Part 1A of the Human Rights Act applies to discrimination by the public sector or agencies or people acting pursuant to legislation (or the legislation itself). Part 2 applies principally to the private sector. The distinction is not always obvious. For example, while schools may for the most part be considered Part 1A actors (because their education function is essentially public in nature), at times complaints about students' behaviour are more appropriately dealt with as Part 2 matters.

There were more Part 1A matters this year than previously. 39.7% of the complaints received were classified as Part 1A compared to 14% last year (and 23% and 21% in 2005 and 2004). A number related to the need for immigrants to provide evidence that they are able to work in New Zealand, while others involved the need for some professionals to obtain extra qualifications. There were also complaints about police behaviour in relation to the anti-terrorism raids and alleged profiling at the border.

A Part 1A complaint that received significant publicity at the time (and is still being mediated) involved the refusal to fly the Rangatiratanga flag on the Auckland harbour bridge on Waitangi Day. A further complaint was also received about the Foreshore and Seabed legislation and this was referred to the Director of Proceedings to be pursued with other complaints on this topic.

EMPLOYMENT

191 (35%) of the complaints were employment related. That is, they either involved obtaining or retaining employ-

ment, and were perceived by the complainants as related to their ethnicity or country of origin, or involved racist treatment in the workplace. In at least one case, the reluctance of an employer to adequately accommodate the religious and cultural requirements of a Muslim employee led to the employee resigning.

The complaints included a number in which the employer considered being of a particular ethnicity was a necessary qualification for the job – a requirement that was considered appropriate in cases where the service targeted that particular ethnicity. There were also a number of complaints about advertisements that required applicants to speak English or English to be their first language. Other language related complaints involved queries about the lawfulness of employers trying to prevent their employees speaking their own language in the lunchroom or during breaks.

Overall there were 34 (or 8%) language related complaints, which was double that of previous years.

RACIAL HARASSMENT

75 (18%) of the complaints involved allegations of racial harassment. For a matter to reach the threshold required by the Act it must be repeated, or of such significance that it has a detrimental effect on the person complaining.

Although many of the complaints received by the Commission do not reach the necessary threshold to justify the Commission intervening, complainants are frequently provided with information to support them advocating on their own behalf.

Of the employment related complaints, 49 (65%) involved racial harassment or complainants claiming to have been subjected to racist comments by supervisors, colleagues or customers. The remainder either involved people who alleged they were harassed when purchasing goods or services or complained about name calling or taunts by neighbours. Complaints of this type can be difficult to deal with since they do not fall within a specific area of the Act but if the complaints are particularly hurtful then the Commission refers them to a community constable to address.

GOODS AND SERVICES

There were 61 (15%) complaints about the provision of goods and services. A number related to clubs. The exception in the Act that applies to clubs is problematic as clubs can lawfully discriminate in their membership. It is questionable, however, whether the legislation permits the exception being used to physically exclude people for racist reasons (such as not admitting a Sikh because he wears a turban).

Other complaints involving more obvious cases of discrimination included a case of a car salesperson who indicated he was not interested in selling cars to Indians and a bank employee who declined a cheque because the date was written in Maori.

ACCOMMODATION

As in previous years there was a relatively low number of complaints about accommodation – 26 or 6%. Again, this is unlikely to reflect the real extent of the problem, given that the tenancy tribunal can also receive complaints of discrimination.

While discrimination may be overt – for example, a group of flatmates who were Maori were asked about their criminal history (unlike applicants who were not Maori), or a landlord who stipulated he only wanted Asian tenants – at times it can be difficult to establish that a person was treated differently because of their race or ethnicity. For example, several people complained that a landlord appeared reluctant to provide accommodation for seasonal workers of particular ethnicities when the reason was that he was concerned about how they would pay rather than where they came from.

The Act makes it unlawful to refuse a person an interest in residential or business accommodation on the ground of race or ethnicity. In two cases, complainants relied on this in an attempt to establish that they were refused the lease of a business because they were Asian.

EDUCATION

There were slightly more complaints about education providers than in previous years - 36 or 9% (compared to

1.7% in 2004, 5% in 2005 and 3.2% last year).

The most successful outcome in this area involved children classified as overstayers who were denied access to education because of their immigration status. Two children whose mother's application for refugee status had been turned down complained that they were unable to attend school, as the school would have been penalised for enrolling them. Intervention by the Commission contributed to a change in policy. Children who are unlawfully in New Zealand will no longer be penalised and are now able to attend primary and secondary school while their situation is being determined. The change is reflected in the proposed Immigration legislation that is currently before a Select Committee.

RACIAL DISHARMONY

Section 61 - exciting racial disharmony - always attracts a reasonable number of complaints but they very rarely reach the threshold at which they can be progressed under the disputes resolution process. This is because the material complained about must have the possibility of exciting hostility or contempt against a group of people on the grounds of their race. In addition the Commission must take into account the effect of the right to freedom of expression in s.14 of the New Zealand Bill of Rights Act 1990, which contemplates people being able to make comments that others find unacceptable or unpalatable. As a result, while complainants find the comments they complain about offensive the majority are unlikely to have the effect required by the Act.

This year there were 66 complaints under this provision, of which 35 related to the comments of a councillor in the *Whakatane Beacon* regarding the police action in Ruatoki. A number of complaints were also made about coverage in other media. Although unpleasant and offensive, given the limitations of s.61 the Commission did not consider that the comments could be addressed as complaints under the Act (but felt it important to emphasise that this did not mean that the comments were acceptable).

Human Rights Review Tribunal and Office of Human Rights Proceedings

The Human Rights Review Tribunal heard the case of a former probation officer who claimed the Corrections Department discriminated against her because of the role that women were expected to play in powhiri. The Office of Human Rights Proceedings received ten applications for legal representation relating to race in 2007. Of those applications the Director has agreed to provide representation in one case relating to a refusal to provide access to goods and services to a Māori customer with a facial moko. The director declined to provide representation to four applicants. Decisions have not yet been released to the remaining five applicants.

Comment

Perceptions of discrimination against Asian people, migrants and refugees have continued to track downwards, but ethnicity is still a major ground of discrimination. The number of reported instances of racially motivated attacks was small, but some involved considerable violence and abuse. There were 414 race related complaints to the Human Rights Commission, with the greatest numbers relating to employment and racial harassment.



12. Nga Tika Oranga, Tika Tangata

Economic and Social Rights

What Happened?

- **The Social Report noted some improvements in social and economic indicators for Māori and Pacific peoples, but ethnic inequalities persisted**
- **A book and guidelines were published on special measures to ensure equality**
- **A draft Māori Education Strategy was released**
- **Reports showed that Māori and Pacific labour market outcomes had improved**

General

SOCIAL REPORT 2007

The *Social Report 2007*, which monitors measures of well-being and quality of life in New Zealand, was published by the Ministry of Social Development in October. The report shows that Māori continue to make gains in social wellbeing over time and a number of these improvements have been at a faster rate than for those people in the European category. Outcomes for Māori have improved significantly in the following areas: life expectancy, participation and attainment in tertiary education, declining unemployment, declining numbers of households with low incomes and increase in speakers of te reo Māori. Areas where there are still large gaps between Māori and European outcomes are health (smoking rates in particular), safety (assault mortality and criminal victimisation), employment (workplace injury claims) and housing (household crowding).

Outcomes for Pacific People have improved in the areas of education, employment and living standards, but the Pacific population is still far behind the European population in the areas of educational attainment, unemployment, crowded housing and health (obesity and cigarette smoking in particular).

Outcomes for 'Other' ethnicities are greatly varied in the *Social Report 2007*. This is due to the wide diversity of people who are grouped together under the 'Other' category, as well as a lack of data available on the social outcomes of these groups. Positives include a relatively low rate of unemployment and relatively high hourly earnings. Areas where significant gaps exist between European and Other ethnicities are: an increase of overcrowding in homes, families with low incomes and the lowest percentage of increase in hourly earnings.

PUBLICATIONS ON SPECIAL MEASURES

Special Measures to Reduce Ethnic Disadvantage in New Zealand, by Paul Callister from the Victoria University Institute of Policy Studies, was published in March. The book looks at the history of special measures in New Zealand and reflects on the circumstances when such measures are likely to be effective as well as politically acceptable. The Human Rights Commission also published *Guidelines on Measures to Ensure Equality* in March.

Education

KA HIKITIA - MANAGING FOR SUCCESS: THE DRAFT MĀORI EDUCATION STRATEGY 2008-2012

Ka Hikitia - Managing for Success: The draft Māori Education Strategy 2008-2012 was released in August for public consultation. The Strategy sets out priorities, actions, targets and outcomes for Māori education over the next five years. It focuses on boosting the achievement of Māori students by making the education system more effective for them.

PASIFIKA EDUCATION PLAN: MONITORING REPORT 2006

The Pasifika Education Plan: Monitoring Report 2006 was released in July. The Plan provides the Ministry of Education with strategic direction for improving education outcomes for Pacific peoples in New Zealand. This is the first monitoring report which aims to measure how well the Ministry of Education is doing towards achieving the goals set out in the Plan. The report outlines areas where more work is needed. These include participation in early childhood education, school leavers, and participation and completion rates for Pacific students in tertiary education.

2006 SCHOOL LEAVERS STATISTICS AND SENIOR SECONDARY STUDENT ACHIEVEMENT FACT SHEET 2004-2006

Two reports, *2006 School Leavers Statistics* and *Senior Secondary Student Achievement Fact Sheet 2004-2006*, were released in July. The reports summarise key statistics on 2006 school leavers, and achievement by senior students in NCEA (National Certificate of Educational Achievement) from 2004 to 2006.

Large differences in rates of qualification attainment are seen between ethnic groups in the reports. Asian and European students are much more likely to gain a qualification in year eleven than Māori and Pacific students. All groups have shown increases in the proportions of students gaining qualifications since 2004, however the differences between ethnic groups have remained steady. European and Asian candidates continue to be more likely to gain an NCEA qualification than Māori and Pacific candidates.

Health

TRACKING DISPARITY: TRENDS IN ETHNIC AND SOCIOECONOMIC INEQUALITIES IN IMMORTALITY 1981-2004

In August, the Ministry of Health and the University of Otago published a report titled *Tracking Disparity: Trends in Ethnic and Socioeconomic Inequalities in Immortality from 1981-2004*. This is the fourth in a series of reports which monitor health inequalities in New Zealand. The report finds that inequalities in health between ethnic and income groups have begun to stabilise and in some cases decrease.

Housing

CENSUS 2006 AND HOUSING IN NEW ZEALAND

In August, the Centre for Housing Research Aotearoa published *Census 2006 and Housing in New Zealand*, a report which provides an analysis of housing market trends based on the 2006 census and builds on previous work undertaken by DTZ New Zealand, a global real estate advisor. The report shows significant disparities in a number of housing statistics between ethnic groups, with the European category being well ahead of other ethnic groups in terms of home ownership and owner-occupier households. The report also shows that renting rates were higher among non-European ethnic groups.

PACIFIC HOUSING EXPERIENCES: DEVELOPING TRENDS AND ISSUES

Pacific Housing Experiences: Developing Trends and Issues was published by the Centre for Housing Research Aotearoa in August with additional funding support from the Ministry of Pacific Island Affairs. The report investigated the housing experiences and aspirations of Pacific communities in New Zealand. Key findings included:

- Pacific people experience particular barriers in achieving satisfactory home ownership in New Zealand, particularly in terms of financial and cultural factors and access to information
- Pacific people's ability to buy is constrained by relatively low household incomes and
- There is a need for more Pacific people to be employed in key housing services.

Employment

MĀORI LABOUR MARKET OUTCOMES

The Department of Labour released its *Māori Labour Market Report* in October. The Report is a six monthly update which focuses on changes in the past six years in labour outcomes for Māori over a range of areas including unemployment, gender, age, industries and occupations, wage growth and reducing disparities. The report shows that Māori have made strong gains in the area of employment. Unemployment for Māori has reached a record low, and labour force participation has reached a record high. The employment growth of Māori is attributed to a number of factors, one of which is a large working age population. While these improvements are encouraging, gaps still exist between Māori and non-Māori labour outcomes.

PACIFIC LABOUR MARKET OUTCOMES

The Department of Labour published its second report on labour market outcomes of Pacific peoples in March. The report focuses on changes in the labour market for Pacific peoples in the last five years, and identifies opportunities to reduce disparities between Pacific peoples' outcomes and those of other New Zealanders.

Improvements in employment outcomes for Pacific peoples include:

- Employment growth remains at 3.8% average since 2001. This exceeds that of the economy-wide average of 2.7%, European (1.6%) and Māori (3.5%).
- The Pacific labour force continues to grow (by 1.5% between 2001-2006)
- The unemployment rate for Pacific peoples declined from 9.6% in 2001 to 6.4% in 2006.

Despite marked advancements in outcomes for Pacific peoples, the report points out that it is 'unclear whether this represents a fundamental move towards more equal employment prospects... or whether it simply reflects the state of the labour market over the last five years where demand for labour has been high. Furthermore, declining disparities give the impression that Pacific peoples are 'catching up' in the labour market, but this may be due to their lower starting position rather than high relative performance by Pacific peoples'.

The report indicates the following areas where improvements still need to be made:

- There is a need for Pacific workforce development and upskilling policies which will ensure Pacific peoples can easily move into more highly-skilled jobs
- Reducing the number of Pacific peoples permanently in low-skilled occupations
- Increasing labour force participation, and
- Raising wages

HOUSEHOLD LABOUR FORCE SURVEY

The Department of Labour's Household Labour Force Survey in June revealed that the unemployment rate for Māori had fallen to 7.6% and Māori participation had increased to 67.6% for the year to June 2007.

Comment:

The Social Report and other studies indicated improved outcomes for Māori and Pacific peoples, particularly in employment, but also in education and health.

However, significant inequalities remain.

Appendix 1

New Zealand Action Plan for Human Rights: Progress

Priority Actions in Race Relations

Programmes, Projects and Initiatives 2005-2007

1.1 Social and economic equality

- 1.1.1 Promote public understanding of the legitimacy of special measures to achieve equality under international and domestic law.
- 1.1.2 Regularly review all special measures to achieve equality to ensure they are meeting their objectives.

Following public discussion in 2005-06, two resources were published in 2007: *Special Measures to Reduce Ethnic Disadvantage in New Zealand*, by Paul Callister, and *Guidelines on Measures to Ensure Equality*, by the Human Rights Commission

Following the Government's review of 'race-based' programmes in 2004-05, the State Services Commission developed guidelines for future programmes, including reviews.

1.2 Rights of Indigenous peoples

- 1.2.1 Promote public understanding of the rights of indigenous peoples and extend community dialogue on human rights and the Treaty of Waitangi.
- 1.2..2 Contribute actively, with the participation of Māori, to the development of international human rights law relating to the rights of indigenous people.

A community dialogue on human rights and the Treaty was conducted by the Human Rights Commission from 2003-06.

A three year Treaty Information Programme was run by the State Services Commission from 2003-06. A touring exhibition on the Treaty continued in 2007-2008.

The Treaty information website developed by the State Services Commission was incorporated into the Ministry for Culture and Heritage's NZHistory website.

1.3 Language

- 1.3.1 Progressively provide opportunities for all New Zealanders to develop knowledge of Tikanga Māori and the ability to communicate competently in both English and te reo Māori.
- 1.3.2 Include te reo and Tikanga Māori in teacher education and professional development to ensure their effective use in teaching.
- 1.3.3 Ensure the continued survival and use of the Cook Island Māori, Niuean and Tokelauan languages in New Zealand, and foster the retention and use of other Pacific languages.

There has been continued growth in participation in Māori Language Week.

A curriculum for teaching Māori in the Mainstream was launched with supporting resources.

The Māori Television Service was established successfully.

The new schools curriculum released in 2007 contains a specific section on Māori as an official language of New Zealand, and has as a principle that all students should have the opportunity to acquire knowledge of te reo Māori me na tikanga.

The Graduating Teacher Standards issued by the New Zealand Teachers Council in 2007 require teachers to have 'knowledge of tikanga and te reo Māori to work effectively within the bicultural contexts of Aotearoa New Zealand.'

Government funding was provided for a pilot Niuean language programme in 2005-06, and Cook Island and Tokelauan language programmes in 2006-07. Mind Your Language resources were developed for Niuean in 2005 and Tokelauan and Cook Island Māori in 2007.

Curricula were completed for Cook Island Māori, Samoan, Tongan, Niuean and Tokelauan in 2006-07

Priority Actions in Race Relations

Programmes, Projects and Initiatives 2005-2007

1.3 Language (cont'd)

- 1.3.4 Develop a languages policy that encourages the learning of a range of languages and supports community efforts to teach their heritage languages.
- 1.3.5 Ensure that all new migrants and refugees have access to appropriate English language tuition.
- 1.3.6 Extend the availability of the Language Line interpreter service to all public agencies.

A national languages policy network was established in 2005, and language policy forums held annually at the New Zealand Diversity forum. A draft national languages policy framework was released in 2007.

The New Zealand Settlement Strategy provided funding for a range of English language tuition programmes delivered through education institutions and voluntary groups such as ESOL and Home Tutors.

Government provided additional funding for Language Line, and by 2007 there were over 30 participating agencies and 39 available languages.

1.4 Migrants, asylum seekers and refugees

- 1.4.1 Repeal Section 149D of the Immigration Act 1987 which excludes the Act from the jurisdiction of the Human Rights Commission.
- 1.4.2 Work towards ratification of ILO Convention 143 on Migrant Workers (Supplementary Provisions).
- 1.4.3 Work towards the ratification of the UN Convention on the Rights of All Migrant Workers and their Families.
- 1.4.4 Further develop and resource the New Zealand Settlement Strategy for migrants and refugees.
- 1.4.5 Develop migrant and refugee settlement plans for each local authority area.
- 1.4.6 Increase resources for non-governmental and community groups to support settlement of newcomers to New Zealand.

Following a review of the Immigration Act, the Government decided to retain an exclusion relating to individual immigration decisions.

Government considers aspects of these conventions to be inconsistent with New Zealand policy and legislation, and therefore has no plans to ratify.

Government considers aspects of these conventions to be inconsistent with New Zealand policy and legislation, and therefore has no plans to ratify.

A revised Settlement Strategy and National Settlement Action Plan were launched in 2007.

Settlement programme coordinators have been established in 19 regions by New Zealand Settlement Support, and a number of councils are working on regional settlement strategies. The Auckland Regional Settlement Strategy was launched in 2007, and work commenced on a Wellington Regional Settlement Strategy.

Settlement Strategy funding has been provided for RMS Refugee Resettlement, ESOL Home Tutors, Auckland Regional Migrant Service and other NGOs.

Priority Actions in Race Relations

1.5 Cultural diversity

- 1.5.1 Strengthen the networks of people and organisations that contribute to harmonious race relations and cultural diversity.
- 1.5.2 Establish a cultural diversity website and portal that provides access to information on New Zealand's diverse communities, and facilitate communities to develop their own websites and information resources.
- 1.5.3 Establish a diversity centre that is able to lead research, inform debate, and connect researchers in different institutions and organisations.
- 1.5.4 Improve the reflection and promotion of cultural diversity in the media and communication industry through communication and journalism education and on the job training, and by increasing the diversity of the communications and journalism workforce.
- 1.5.5 Provide increased central and local government support for the celebration of cultural diversity through the arts and through religious, cultural and national festivals and events.
- 1.5.6 Support the participation of ethnic communities in historic, cultural and environmental conservation.
- 1.5.7 Foster community dialogue between people of different views, cultures and faiths.

Programmes, Projects and Initiatives 2005-2007

The New Zealand Diversity Action Programme was established, including the annual New Zealand Diversity Forum and networks for language policy, the media, refugee issues and interfaith. By end 2007 there were 220 participating organisations.

The Ministry for Culture and Heritage has developed a major resource on Māori and migrant communities in Te Ara, the online New Zealand encyclopaedia, and launched the cultural portal NZLive.com in 2006.

Victoria University Centre for Applied Cross-Cultural Studies has established a national network of diversity researchers and a postgraduate network, and led discussion on research priorities together with the Office of Ethnic Affairs as part of the annual New Zealand Diversity Forum.

A number of initiatives have been taken by the Journalists Training Organisation to increase awareness of diversity in the media, including web resources, surveys, revised qualification standards, forums and a new guide to Māori reporting. A new intern scheme has been established by Fairfax Newspapers Ltd., and a media programme has been developed by Asia:NZ.

There has been significant growth in public support for major cultural festivals and events, including Pasifika, Matariki, Chinese New Year, Diwali and Race Relations Day.

Creative New Zealand developed a Cultural Diversity Strategy, and piloted new criteria for the Creative Communities funding programme highlighting cultural diversity.

The Chinese Heritage Trust was established.

The National Interfaith Network was established, and forums were held on Interfaith and Religious Diversity as part of the New Zealand Diversity Action Programme.

The Human Rights Commission published the Statement on Religious Diversity and developed the Draft Statement on Race Relations in 2007.

Appendix 2

Overview of Diversity Research

Diversity research in New Zealand: Continuity and Change

Professor Colleen Ward, Director, Victoria University Centre for Cross-cultural Studies

New Zealand now ranks fourth among OECD countries for the proportion of overseas born people. It also has greater cultural diversity than most countries in Western Europe. It is no surprise, then, that diversity research in Aotearoa has continued to grow in 2007.

Four national events have fostered the development of diversity research this year. The first was the United Nations High Level Symposium for the Alliance of Civilisations (AoC) hosted by the New Zealand government in May. This brought together an international group of people from government and non-government organisations, the media and academia to discuss the AoC proposals for enhancing relations between the Muslim and Western worlds. The document included recommendations for research in four areas: youth, education, media and immigration.

Also in May was *Pathways, Circuits and Crossroads: New Zealand Research on Population, Migration and Community Dynamics*. Opened by Hon. David Cunliffe, Minister of Immigration, the conference brought together over 150 researchers, policy makers and members of NGOs to review findings from recent research on population and migration. Sponsorship was provided by the Department of Labour, the Office of Ethnic Affairs and the Social Policy Evaluation and Research (SPEaR) Linkages Fund. The presentations reflected the Government's three high-level priorities (economic transformation, families young and old, and national identity and social cohesion). The range of presentations by economists, sociologists, geographers, psychologists, demographers and political scientists provided a rich programme and strengthened links between government and external researchers.

In August the Centre for Applied Cross-cultural Research facilitated a National Forum on Diversity Research at the Human Rights Commission's annual Diversity Forum. Building from a 2006 workshop, the forum brought together researchers and policy analysts from across the country to refine priority research areas to minimise risk and maximise

benefits of cultural diversity in New Zealand. The participants identified a range of issues within the over-arching areas of inter-group relations, work, education, health, identity, family and critical assessment of research paradigms as topics meriting priority attention. The report on the forum will be available on the CACR web-site early in 2008.

Finally, in October 2007, New Zealand hosted *Metropolis Plus*, a one day forum in Wellington organised as a post-conference event for the 12th International Metropolis Conference in Melbourne. The forum examined New Zealand's immigration policy in an international context and offered multiple cultural perspectives on identity and innovation. It also presented the opportunity for New Zealand research to be made more accessible to an international audience.

Overview of Diversity Research

The diversity research overview that follows is not a comprehensive list of research activities in 2007. Nevertheless, it does demonstrate some trends.

1. Government agencies are increasingly responding to the growing ethnic and cultural diversity in New Zealand. The Department of Labour continues to invest in research on migration and settlement experiences, including its longitudinal survey of immigrants. The Ministry of Social Development has compiled a draft report on Immigration and Social Cohesion, bringing together multidisciplinary, nation-wide research on diversity in New Zealand. Research funding from the Families Commission has grown, including the support of studies with Māori, Pacific, immigrant and refugee families.
2. The non-governmental organisations have also been active. Studies commissioned by the New Zealand Federation of Ethnic Councils on migrant employment and informational needs for settlement were completed this year and a new study on immigrant and refugee families has commenced in collaboration with the Centre for Applied Cross-cultural Research.
3. The Foundation for Research, Science and Technology continues to support research on immigration and

immigrants, particularly with funding for Waikato University's *Strangers in Town* project and Massey's *New Settlers* programme. At Victoria University, 2007 brought the conclusion of the *Identity, Acculturation and Intercultural Relations* project, funded by a James Cook Fellowship, and the continuation of the *Language and Leadership in Māori and Pakeha Organisations* project, funded by Marsden.

4. Practical concerns, such as language and communication, inter-group relations, workplace issues and policy implications of diversity have attracted increasing attention, and health, well-being and social inclusion research appears to be on the rise. Women and families are becoming more visible in the research literature, but youth and the elderly receive less attention. Newcomers to New Zealand, particularly new migrants and international students, are frequently the subject of research, but refugees still receive less attention. Research with Māori is prominent in government initiatives; Pacific patterns of migration and dynamics in the workplace have received attention; and the breadth of research with Asian peoples continues to expand. In contrast, relatively few studies with African people are available and research with those from the Middle East is lacking. Hopefully, these omissions will be addressed in 2008.

The following material was compiled by Ruth Lum from the Centre for Applied Cross-cultural Research (CACR) as part of the Centre's contribution to the New Zealand Diversity Action Programme. It is based on enquiries sent to associates of CACR and the search of electronic databases. A list of projects (university, governmental and non-governmental research groups) and their descriptions are presented, followed by academic outputs sorted by their relevant research category. These outputs include research papers, conference items and invited presentations, books and book chapters.

Emerging projects and papers on cultural diversity in New Zealand can be accessed on the Centre's web-site (www.vuw.ac.nz/cacr) which lists our associates, leading researchers on diversity in New Zealand and warehouses many of their publications.

Tertiary Education Institutions

VICTORIA UNIVERSITY OF WELLINGTON, CENTRE FOR APPLIED CROSS-CULTURAL RESEARCH

Building a Culturally Diverse Workforce in Aotearoa/New Zealand

Despite New Zealand's positive economic situation and reported skills shortage, a disproportionate number of highly qualified and motivated migrants are either unemployed or are not working according to their qualifications. This situation has significant implications for the well-being and successful integration of people of different ethnic backgrounds into New Zealand society. Assessing the current situation, identifying barriers and developing and evaluating activities to implement change should help in working towards a socially and economically more inclusive society so that everybody – no matter of which colour and cultural background – has the chance to work to his or her full potential and to contribute to an even more productive workforce in New Zealand. Contact: Astrid Podsiadlowski.

Parent-Adolescent Family Dynamics in the Acculturation Process

The Centre for Applied Cross-cultural Research in partnership with the New Zealand Federation of Ethnic Councils has been awarded a Blue Skies Grant from the New Zealand Families Commission. The proposed research will be a qualitative investigation of the family dynamics that occur in immigrant families in New Zealand. Interviews will be conducted with family members in order to understand more fully the perspectives of both adolescents and parents with regard to how the family unit is negotiating the acculturation process. Contact: Paul Jose.

Identity in a Multi-cultural Context

This study examines how New Zealand immigrants think of themselves in terms of their social identities - as New Zealanders, and/or as members of their ethnic heritage community. Ethnic communities in New Zealand have identified 'acculturation' - the process through which migrants adapt to their new surroundings and the reactions of the host community to them - as an important area in need of research. We are particularly interested in an integra-

tive approach to acculturation - that is, how migrants put together their ethnic heritage with the changes associated with becoming a New Zealander. There is a lot of quantitative research to suggest that integration (retaining ethnic heritage while also acquiring identification with the host culture) is the best strategy for new migrants, but very little research tells us how this is done. Through our in-depth interviews with leading members and youth in ethnic communities, we hope to identify key markers and key processes involved in 'becoming a kiwi', and also challenges faced in trying to retain a sense of ethnic identity while doing so. Contact: James Liu and Sally Robertson.

Acculturation, Adaptation and Intercultural Relations

The research considers questions about cultural identity, acculturation and intergroup relations in New Zealand and investigates the consequences of the answers. The project includes a national survey of 2000 households on attitudes toward immigrants and a study of over 1500 youth – Māori, Pākehā, Samoan, Chinese, Indian, Korean, British and South African. Finally the research compares New Zealand perspectives with findings from 12 other countries. Contact: Colleen Ward.

Connectedness in Young New Zealanders: Social Connectedness, Transitions, and Wellbeing, Foundation for Research Science and Technology (2004-9)

The project explores whether four domains of connectedness in adolescence (family, school, peers and community) are positively predictive of wellbeing. Self-report data from about 2,100 11-15 year-olds, and the initial data analyses reveal that all four domains are significantly and positively associated with wellbeing. Developmental trajectories of these variables will be tracked and causal relations will be determined. Contacts: Paul Jose and Jan Pryor.

Identifying Wellbeing Indicators in New Zealand European, Māori, and Pacific Island Young People, Health Research Council and Ministry of Youth Development (2005-7)

The intent of this grant is to determine the bases for wellbeing in young people aged 16-24 years of age. Extensive focus group and interview data have been collected from these three ethnic groups and have identified potential

wellbeing indicators. The validity of these indicators will be verified by engaging in empirical verification. Contact: Paul Jose.

Response Styles and the Validity of Cross-cultural Comparisons: What is Style and What is Bias? (2005-07)

This project will address a significant knowledge gap by investigating the validity of survey methods for comparisons across cultural groups and identifying methods for improving their validity. Contact: Ron Fischer.

VICTORIA UNIVERSITY: SCHOOL OF LINGUISTICS AND APPLIED LANGUAGE STUDIES: LANGUAGE IN THE WORKPLACE

Language of Leadership in Māori and Pākehā Organisations (2006-2008)

Although leadership is a much-studied concept, until now little attention has been paid to the communication strategies used by workplace leaders, or to potential cross-cultural differences in communication strategies. The goal of the project is to identify distinctive ways (including use of Māori) in which Māori and Pākehā leaders talk to colleagues to achieve workplace objectives, while maintaining good collegial relationships. LWP is supported by the Marsden Fund Council from Government funding, administered by the Royal Society of New Zealand. Contacts: Project Director Prof Janet Holmes, Research Officer Meredith Marra. URL www.vuw.ac.nz/lals/lwp

Workplace Communication for Skilled Migrants

Findings and analysis from the Language in the Workplace project are being put to use in a workplace communication programme for skilled migrants at Victoria University. The programme (which is fully funded by the government) aims to help migrants develop appropriate communication skills in professional workplaces, to improve cultural understanding of New Zealand workplaces and to gain New Zealand workplace experience. It draws on the LWP data in activities designed to develop pragmatic awareness and pragmatic competence in a New Zealand workplace setting. Topics covered are small talk, requesting, refusing, disagreeing, making complaints and making suggestions. Contact: English Proficiency Programme Director Angela Joe.

WAIKATO MANAGEMENT SCHOOL, UNIVERSITY OF WAIKATO

The Waikato Management School has initiated research on migrants in the form of two major projects: *Wealth and Effects of Migration* (contact: Professor John Gibson) and the *Pacific Island New Zealand Migrant Survey*. The *Pacific Island New Zealand Migration Survey* (PINZMS) is a comprehensive cross-country household survey designed to measure multiple aspects of the migration process. The unique feature of PINZMS is that it enables comparisons of immigrants who enter New Zealand through a random ballot with unsuccessful participants in the same ballots who remain in their home countries in the Pacific Islands. The overall objective of the research is to increase our understanding of the possible benefits and challenges that migration provides in New Zealand, the Pacific Islands and more widely.

MIGRATION RESEARCH GROUP, UNIVERSITY OF WAIKATO

The Migration Research Group published a report on family and community titled *Strangers in Town: Enhancing Family and Community in a More Diverse New Zealand Society* (2002-2008). Contacts: Dr. Elsie Ho and Professor Richard Bedford.

NEW SETTLERS PROGRAMME, MASSEY UNIVERSITY

The New Settlers Programme at Massey University published two reports on immigration in 2007: *Voluntary Associations and Immigrants: A Survey of Host Society Associations in Auckland and Wellington* (Contact: Kirsten Lovelock and Andrew Trlin) and *Welcome to our World: The Attitudes of New Zealanders to Immigrants and Immigration* (Contacts: Paul Spoonley, Philip Gendall, and Andrew Trlin).

CENTRE FOR ASIAN HEALTH RESEARCH AND EVALUATION (CAHRE), UNIVERSITY OF AUCKLAND

The Centre for Asian Health Research and Evaluation prepared a research proposal for ACC to study injury risks among Asian tertiary students in Auckland and their knowl-

edge and attitudes towards prevention of injury. The report is titled *Survey of attitudes, risk factors and knowledge in relation to injury prevention in tertiary level Asian students domiciled in Auckland* (funded by Accident Compensation Corporation). Contact: Associate Professor Samson Tse.

The Centre also led the Asian stream in conducting the *Longitudinal Study of Children and Families, 2005- 2007* which is in its developmental phase. Contact: Associate Professor Samson Tse.

A workforce 'train the trainer' project, *Train the Trainer: Asian Mental Health Workforce Development*, aims to enhance the New Zealand mental health workforce's cultural capability to work with Asian service users and their families. Contact: Associate Professor Samson Tse.

CENTRE FOR ASIAN AND MIGRANT HEALTH RESEARCH, AUCKLAND UNIVERSITY OF TECHNOLOGY

Improving Health Interventions and Support for Mothers Experiencing Disability

Centre staff are involved in a Health Research Council funded project to investigate *Improving health interventions and support for mothers experiencing disability*, which is being run by staff from the Person Centred Rehabilitation Team.

The Uptake of Cervical Screening in Chinese Immigrants in Auckland: Pilot Study

Research is scarce about the cervical screening uptake of Chinese migrants in New Zealand; however, coverage is thought to be lowest among Asian women. North American literature reveals that invasive cervical cancer is an important health problem for Chinese immigrants due to inadequate cervical screening uptake. In this study, 210 mainland Chinese women living in Auckland will be surveyed to investigate: a) cervical screening practices, b) barriers and facilitators to cervical screening, and c) knowledge of cervical screening and cervical cancer risk factors. Findings will assist policy makers, planners and service providers to enhance access to cervical screening services as well as guide future research. Contacts: Wanzhen Gao, Ruth DeSouza, Janis Paterson.

The Experience of Traumatic Birth and PTSD after Child-birth: Perspectives of Ethnic Women

Ethnic women's experiences of traumatic birth and PTSD have not been researched. This is a qualitative pilot study with the specific aims being: a) To explore ethnic women's experiences of traumatic birth and PTSD following child-birth, b) To identify opportunities for policy development, and c) To identify opportunities for improvements in health service delivery for ethnic women. Contacts: Nimisha Waller, Ruth DeSouza, Greg Lahood

Barriers to Help-seeking Behaviour for Problem Gamblers and their Family/Whanau

Centre staff are involved in the project to investigate barriers to help-seeking behaviour for problem gamblers and their families/whanau run by the Gambling Research Centre. In particular, staff from the Centre for Asian and Migrant Health Research are taking responsibility for the Asian aspects of the project as well as the literature review.

Perinatal Depression Screening/assessment Instruments and Migrant Women

The aims of this project are to: a) Find out how clinicians perceive how effective screening and assessment instruments currently used by Maternal Mental Health Services and General Practitioners in New Zealand are with migrant women, b) Ascertain what service providers want to achieve by assessing migrant clients, c) Ascertain how service providers use current assessment data and whether the assessments deliver the required information (including in terms of cultural/ ethnic variations and requirements), and d) Recommend postnatal depression screening/depression instruments for use within a New Zealand context and assess their suitability for migrant populations. Contacts: Ruth DeSouza.

Government Agencies

DEPARTMENT OF LABOUR

Longitudinal Immigration Survey: New Zealand (LisNZ, 2005-2011)

This research aims to provide the government and agencies with information that identifies settlement strategies for future migrants. There will also be information that

assesses the impact of immigration on New Zealand's social and economic cohesion.

Life in New Zealand: Settlement Experiences of Skilled Migrants, results from the 2005 survey

This report provides information on settlement experiences of migrants. It covers a range of information such as employment and income, housing, children's schooling and satisfaction with living in New Zealand. Contact: Juthika Badkar.

International students: Studying and staying on in New Zealand

This research is an exploratory study to examine the pathways international students take through the New Zealand education system and their subsequent transition to work or permanent residence in New Zealand. Contact: Paul Merwood.

From Work to Residence

The purpose of this research was to describe the trends in the applications since three new temporary work permit policies came into effect in April 2002, the characteristics of accredited employers and the migrants they employ and the strengths and limitations as experienced by key stakeholders. Contact: Paul Merwood.

Migration Trends 2005/06

Migration Trends 2005/06 is the sixth in a series of reports produced annually to provide information about trends in temporary and permanent migration to New Zealand. Contact: Paul Merwood.

Patterns of Gendered Skilled and Temporary Migration into New Zealand

While there has always been some female component to migration flows, over the past 20 years the gender balance of international migration flows has changed considerably in response to a number of factors. This report attempts to provide a starting point for discussions about gendered migration into New Zealand. Contacts: Juthika Badkar, Department of Labour; Paul Callister, Victoria University; Vasantha Krishnan, Department of Labour; Robert Didham, Statistics New Zealand; Richard Bedford, University of Waikato.

Economic Impacts of Immigration (EII)

This research programme is undertaking a considerable volume of research on a range of topics regarding the economic impacts of immigration and the employment and settlement of migrants. Information generated by these individual studies will feed directly into the computable general equilibrium (CGE) modeling that is at the core of the EII research programme. The derived CGE model will allow different scenarios of immigration policies to be modeled and the economy wide impact calculated.

The Department of Labour also undertook two other pieces of research on immigration and migrants in 2007: *Fiscal Impacts of Immigration 2005/06* (Contact: BERL, Department of Labour) and *Benefit Receipt of Recent Migrants to New Zealand – 2006* (Contact: Rob Hodgson, Department of Labour).

FAMILIES COMMISSION

Diverse Forms of Pacific Families and their Financial Decision-making Approaches, September 2007.

Contact: 'Ana Hau'alofo'ia Koloto and 'Alisi Numia Katoanga of Koloto & Associates Ltd, Centre of Excellence in Pacific Research and Advancement.

Other research reports

Summaries of two Families Commission reports produced in 2007, the Out of School Services report titled *When school's out: Conversations with Parent's Carers and Children About out of School Services*, and the parental leave report titled *It's about time: Towards a Parental Leave Policy that Gives New Zealand Families Real Choice*, have been produced in Māori, Samoan and Mandarin. The *Out of School Services* report includes consultation with Māori, Pacific and migrant and refugee organisations.

MINISTRY OF SOCIAL DEVELOPMENT

Social Cohesion and Immigration

This report brings together existing data and research findings on migrant and refugee settlement outcomes in New Zealand, and highlights areas where those outcomes have potential impact on social cohesion. This is the first time in New Zealand that information of this kind has

been brought together in one place. It is intended to help researchers and officials with planning for future areas of study. It will also be useful for policy makers. The report contains the most up-to-date data available, including data from the 2006 Census.

Positive Aging Indicators 2007

Positive Ageing Indicators 2007 is the first step in the establishment of a regular programme of social monitoring focused on older people. The report aims to provide information on the overall wellbeing of older people in New Zealand. In most of the indicators, the terms 'older population' and 'older people' refer to people aged 65 years and over (unless otherwise stated) living in private dwellings (this is noted in the introductory section of each indicator). 'Private dwellings' includes retirement villages, but not rest homes and hospitals. The report uses a set of statistical indicators to assess trends across ten 'outcome domains, or areas of older people's lives. These domains are Income, Health, Housing, Transport, Living in the Community, Māori Cultural Identity, Access to Facilities and Services, Attitudes to Ageing and Older People, Employment, and Opportunities. Together, these domains provide an overall picture of older New Zealanders' wellbeing and quality of life.

MINISTRY OF HEALTH

Whānau Ora Health Impact Assessment

The *Whānau Ora Health Impact Assessment* tool is a formal approach used to predict the potential health effects of a policy on Māori and their whānau. It pays particular attention to Māori involvement in the policy development process and articulates the role of the wider health determinants in influencing health and wellbeing outcomes. The tool is strongly based on the Public Health Advisory Committee's *Health Impact Assessment Guide*, and builds on its strengths by combining and adapting the techniques and checklists used in the Public Health Advisory Committee's *Health Impact Assessment Guide*. This tool is intended for use by policy makers from the health sector, including the Ministry of Health, District Health Boards and other sectors such as local government, education and social development.

MINISTRY OF EDUCATION

School Journals and Ready to Read Research Project

The *School Journals* and *Ready to Read* series are considered valuable teaching resources. This project, led by an independent research team, will give the Ministry a better understanding of how the resources are used to support teachers and students to improve student learning and how these resources can best be improved so they remain effective and relevant in the future.

Non-governmental organisations

NEW ZEALAND FEDERATION OF ETHNIC COUNCILS

Nau mai haere mai ki Aotearoa: Information Seeking Behaviour of New Zealand Immigrants

This report is the outcome of Victoria University's Centre for Applied Cross-Cultural Research and the New Zealand Federation of Ethnic Councils' New Zealand immigrant information needs survey. The purpose of the survey was to assess the information requirements of immigrants before and after their arrival in New Zealand, the accuracy, reliability, usefulness, currency and accessibility of official and unofficial information, and the degree to which the immigrants had adapted to life in New Zealand. The research aims were to determine whether government and non-government information sources are effective at providing accurate, reliable and useful information to New Zealand immigrants, and to determine whether the information available to New Zealand immigrants and their information behaviour influence their acculturation into New Zealand society. Contact: David Mason and Chris Lamain, School of Information Management, Victoria University of Wellington.

Facilitating Migrant Entry and Integration into the New Zealand Workforce

Despite New Zealand's positive economic situation and reported skills shortage, a disproportionate number of highly qualified and motivated migrants are either unemployed or are not working according to their qualifications. This has large implications for the wellbeing and successful integration of people of different ethnic backgrounds. This

report is part of a larger research project on understanding the reasons behind such discrepancies and gaining insights into how to address diversity management at the New Zealand workplace for different ethnic groups. The goal is to improve communication and cooperation among local and foreign employees and work on the achievement of national settlement goals. The following issues will be addressed: understanding the barriers to employment that ethnically different people face from both the employee and employers' perspective, identifying regional characteristics and demographics of private businesses and informing job seekers about prevalent recruitment and selection procedures. Contact Astrid Podsiadlowski.

ASIA NEW ZEALAND FOUNDATION (ASIA:NZ) RESEARCH

Asia:NZ conducted two studies on Asian students in 2007: *Friends and Allies: The Impacts of Returning Asian Students on New Zealand-Asia Relationships*, August 2007 (Contact: Terry McGrath, Paul Stock and Dr Andrew Butcher) and *Perceptions Study*, Asia New Zealand Foundation Tracking Study No. 8 - November 2007 (Contact: Colmar Brunton).

TE PUNI KOKIRI

Te Puni Kokiri undertook research on issues of global movement, commerce, economics and health. The following reports were published in 2007: *Māori in Australia* (Contact: Paul Hamer), *Historical Influences - Māori and the Economy*, *The Māori Commercial Asset Base*, *Māori Participation in the New Zealand Economy*, *Quality of Life Indicators for Māori* *Discussion document*, *Demographic Trends and Projections*, *Investigating Key Characteristics of a Māori Business for Future Measures* and *2006 Survey of the Health of the Māori Language*.

EQUAL EMPLOYMENT OPPORTUNITIES TRUST

The following reports were published in 2007 and are available from the EEO Trust website, www.eeotrust.org.nz: The EEO Trust Diversity Survey Report 2007, The EEO Trust Work and Age Survey Report 2006, The EEO Trust Work-life Survey Report 2006 and Work-life Balance, Workplace Culture and Employee Engagement Survey Report 2007. Contact: Dr Mervyl McPherson.

MOTU ECONOMIC AND PUBLIC POLICY RESEARCH

The Impact of Immigration on New Zealanders

This paper examines the impact of immigration on labour market opportunities for the New Zealand born population. The programme has two main research streams. The first stream examines the dynamics of the immigrant settlement process. It explores where New Zealand migrants initially settle and where they move in future years, and compares immigrants' geographic mobility to that of New Zealanders. It also examines how the occupations in which migrants are employed change as they spend more time in New Zealand. The second research stream examines how immigrants affect various aspects of life for non-immigrants. There are four papers planned in this stream. These cover how the settlement of new immigrants affects the locational choices of New Zealanders and earlier immigrants, how the settlement of new immigrants affects labour market outcomes for New Zealanders and earlier immigrants, the impact of immigration on the housing market and the impact of immigration on firm performance and firm behaviours. Contacts: David C. Mare and Steven Stillman, in collaboration with the Department of Labour.

Motu Economic and Public Policy Research also published the following reports in 2007: *The Impact of Immigration on the Geographic Mobility of New Zealanders* (Contact: Steven Stillman and David C. Mare), *Settlement Patterns and the Geographic Mobility of Recent Migrants to New Zealand* (Contact: David C. Mare, Steven Stillman and Melanie Morten) and *What Explains the Wealth Gap Between Immigrants and the New Zealand Born* (Contacts: John Gibson, Trinh Le and Steven Stillman).

Academic output from researchers associated with the Centre for Applied Cross-cultural Research

ACCULTURATION

DeSouza, R. (2007). The transformation of experience: The role of English language proficiency in emotional and practical integration. Keynote address at the *Our People, Our Future: ESOL Home Tutors Conference*. Wellington, New Zealand.

Gezentsvey, M.A. (July, 2007). Four corners of the diaspora: Comparisons of Jewish acculturation in New Zealand, Australia, Canada and the United States. *International Academy for Intercultural Research (IAIR) V Biennial conference*. Groningen, The Netherlands.

Kus, L. (March, 2007). Identity, acculturation, and adaptation of new settlers. BRCS (Building Research Capability for the Social Sciences) *Summer Studentship Virtual Seminar*. Wellington, New Zealand.

Maydell-Steven, E., Masgoret A-M., & Ward, T. (2007). Problems of psychological and sociocultural adaptation among Russian-speaking immigrants in New Zealand. *Social Policy Journal of New Zealand*, 30, 178-198.

Ward, C. (2007). The ABCs of counseling acculturating persons. In P. Pedersen, J. Draguns, W. Lonner & J. Trimble (Eds.), *Counseling across cultures* (6th ed.), Thousand Oaks, CA: Sage.

Ward, C. (2007). Acculturation and social cohesion: Emerging issues for Asian immigrants in New Zealand. Paper presented at *In and out of Asia: Migrating Talent, Globalising Cities*. Singapore.

COMMUNICATION

DeSouza, R., & Williamson, A. (2007). Creating online spaces to connect, interact and support 'ethnic' communities in New Zealand. Manchester Metropolitan University Public Lecture Series.

Holmes, P. (2007). Reconceptualising intercultural communication competence: Towards an Asia-centric approach, CAFIC & IAICS International Conference, Harbin, China; 22-24 June, 22pgs.

Holmes, P., & Tan, Q. (2007). Getting our wires crossed: Culture conflict in email and telephone messages. In Deborah Page and Ted Zorn (Eds), *Management Communication: New Zealand and Australian Case Studies*. New Zealand: Pearson Education, 111-116.

DIVERSITY AND POLICY

Bedford, R. (2007). *Metropolis Plus: Perspectives from New Zealand Metropolis World Bulletin*, Vo. 7, September 2007, 29.

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Social Policy Research and Evaluation Conference. Wellington, New Zealand.

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DeSouza, R. (2007). Cultural diversity. Paper presented at the *Mental Health Nurses Forum*. Auckland, New Zealand.

DeSouza, R., Andrews, V., Jaber, N., Vivieaere, J., & Khawaja, M. (2007). *The changing face of New Zealand*. Paper presented at the *Around the World in Three Discussions*. Christchurch Art Gallery, Te Puna o Waiwhetu, New Zealand.

Pool, I. (2007). Is New Zealand demographically vulnerable? Invited keynote address *Population Association of New Zealand's Biennial Conference*, 3-4 July. Te Papa, Wellington, New Zealand.

Smith, S., Hill, S., & Macky R. (2007). *Improving the quality and quantity of policy-related research with and about ethnic communities*. Published by the Office of Ethnic Affairs and Statistics New Zealand, ISBN: 978-0-478-29460-6.

EDUCATION

Lun, V. M.C. (2007). Teaching Critical Thinking: A Cross-Cultural Study on University Course Syllabi. Paper presented at the *7th Biennial Conference of the Asian Association of Social Psychology*, Kota Kinabalu, Sabah, Malaysia.

EMPLOYMENT AND THE WORKPLACE

Campbell, J., & Li, M. (2007). Recruitment consultants – friend or foe: barriers experienced by professional immigrants whose first language is not English. In the Proceedings of the *7th Annual Pacific Employment Relations Association Conference*. hosted by the University of the Sunshine Coast, Queensland, Australia, 14-16 November 2007

Campbell, J., & Li, M. (2007). Accessing employment: challenges faced by non-native English-speaking professional immigrants. In the Proceedings of the *Inaugural UTS Centre for Cosmopolitan Civil Societies Conference*, University of Technology, Sydney, Australia, 4-5 October 2007

Diego, M. S. G. & Fischer, R. (July, 2007). Predictors and outcomes of perceptions of discrimination: A meta-analysis. Presented at the *IV Latin American Regional*

Congress of Cross-Cultural Psychology, Mexico City, Mexico.

Diego, M. S. G. & Fischer, R. (August, 2007). The New Zealand workplace: Employees' perceptions of discrimination and organisational outcomes. Presented at the *Conference of the New Zealand Psychology Society*, Hamilton, New Zealand.

Diego, M. S. G., Fischer, R., Podsiadlowski, A. (May, 2007). Migrants in New Zealand: A pilot study on the perceptions of discrimination and organisational outcomes. Presented at the conference of *Pathways, Circuits and Crossroads: New Research on Population, Migration and Community Dynamics*, Wellington, New Zealand.

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DeSouza, R. (Jan, 2007). Multicultural relationships in supervision. In D. Wepa (Ed), *Clinical supervision in the health professions: The New Zealand experience*. Auckland: Pearson Education.

DeSouza, R. (2007). Current practice in cross-cultural training and cultural competence development in Aotearoa New Zealand in Workshop: The Contribution of Cross-Cultural Training to Social Cohesion. Paper presented at *The 12th International Metropolis Conference*, Melbourne.

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Jackson, B. & Fischer, R. (2007). Biculturalism in employee selection or 'Who should get the job'? Perception of Māori and Pakeha job applicants in a New Zealand European sample. *New Zealand Journal of Psychology*, 36, 100-109.

Podsiadlowski (2007b). Managing culturally diverse workforces. Issues of recruitment and selection. Paper presented at *Pathways, circuits and cross-roads: New research on population, migration, and community dynamics seminar*. Wellington, New Zealand, May 2007.

Podsiadlowski (2007c). Diversity in organisations. On the effects of culturally diverse workforces in the New Zealand context. Paper presented at the *5th Congress of the International Academy of Intercultural Research*. Groningen, the Netherlands, July 2007,

Riddiford, N. (2007, October). The Skilled Migrant Programme at Victoria University. *Wellington Diversity Specialist Forum EEO Diversity Practitioner's Group*. (Meeting hosted by ANZ National Bank).

Ward, C., & Masgoret, A.-M. (2007). Immigrant entry into the workforce: A research note from New Zealand. *International Journal Intercultural Relations*, 31, 525-530.

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Callister, P., Didham, R., Potter, D., & Blakely, T. (2007) Measuring ethnicity in New Zealand: Developing tools for health outcomes analysis. *Ethnicity & Health*, 12(4), 1-22.

Didham, R., Callister, P., & Potter, D. (2007) Family ethnicity? Should we count, how should we count and why? Paper presented at the International conference on Social Statistics and Ethnic Diversity: Should we count, how should we count and why? Montréal, 6-8 December 2007.

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DeSouza, R. (2007). Changing families: The impact of migration and settlement..Paper presented at the *Our People, Our Future: ESOL Home Tutors Conference*. Wellington, New Zealand.

DeSouza, R. (2007). What happens in the family doesn't necessarily stay in the family. Paper presented at the *12th International Metropolis Conference*. Melbourne.

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tlement and integration and the impact on family relationships. Paper presented at the *ESOL Central Auckland Conference?*, Auckland.

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Anderson, V. (April, 2007). Re-thinking (international) education: emerging themes in interviews with international and New Zealand women. A paper presented at the *2007 BRCSS Research Colloquium*, Wellington City Gallery. Wellington, New Zealand .

Anderson, V. (May, 2007). New Zealand and international women students' accounts of racism: Ethical tensions of writing agency, writing pain. A paper presented at the *Third International Congress of Qualitative Inquiry*, University of Illinois, Urbana-Champaign .

Anderson, V. (September, 2007). Women Across Cultures and (im)possible interculturalism: New Zealand and international women speak about 'selves' and 'others'. A paper presented at the *University of Otago Anthropology Department Postgraduate Symposium*, Dunedin, New Zealand.

Anderson, V. (November, 2007). Who's educating who? Insights for New Zealand educators from Asian international and New Zealand women students. A paper presented at the *New Zealand Asian Studies Society Conference*, University of Otago, Dunedin, New Zealand .

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women students. A paper presented at the *NZARE (New Zealand Association for Research in Education) National Conference*, University of Canterbury, Christchurch, New Zealand.

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DeSouza, R. (2007). Walking a tightrope: Asian health research in New Zealand. *Diversity in health and Social Care*, 4(1), 9-21.

DeSouza, R. (2007). Border crossings: Discourses of migrant motherhood. Paper presented at the Building Research Capability in the Social Sciences (BRCS) *New Settler Researchers Network National Conference*, Fale Pasifika, University of Auckland, New Zealand.

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Ho, E., Cooper, J. & Ip, Q. (2007). Safety awareness and service utilisation among older Asians. Report prepared for *Accident Compensation Corporation*. Hamilton, New Zealand.

Miskelly, P. (2007). Economies of choice: reasons behind the use of plural healing methods. Presentation made at *End-Users seminar on Pathways, Circuits & Crossroads: New Research on Population, Migration & Community Dynamics*, Wellington, New Zealand, 15-17 May 2007.

Koopman-Boyden, P, van der Pas, S, Cameron, M (2007). Wellbeing – Social Connectedness and Economic Standard of Living Amongst 65-84 Year Olds in New Zealand. Presentation to the *New Zealand Association of Gerontology Conference*, University of Waikato, Hamilton, 14-16 November,.

Pavagada, R., DeSouza, R. (2007). Culture and mental health care in New Zealand: indigenous and non-indigenous people. In K. Bhui & D. Bhugra (Eds.), *Culture and mental health* (pp. 245-260). London: Hodder Arnold.

IDENTITY

Boer, D. (2007). Music preferences as symbols of identity and values – a new perspective in cross-cultural psychology.

Invited talk at De LA Salle University, Manila, Philippines.

Boer, D. (2007). On the function of music as expression of values and identity. Paper presented at *The School of Psychology Inaugural PhD Conference*, Wellington, New Zealand.

Boer, D. & Fischer, R. (July 2007). Meaning of sound around the world: A cross-cultural comparison of music preferences as expressions of personal values and identity. Paper presented at the *Regional Congress of the International Association for Cross-Cultural Psychology*, Mexico City, Mexico, July 6-9.

Boer, D. & Fischer, R. (July 2007). The soundtrack of globalisation in the Philippines: Identity and values symbolised in music preferences. Paper presented at the *7th Conference of Asian Association of Social Psychology*, Kota Kinabalu, Sabah, Malaysia, July 25 – 28.

Collie, P. (2007). No straight lines or tidy boxes: Young Assyrian women negotiating their identities and educational pathways in New Zealand. Unpublished Masters Thesis. Wellington: Victoria University of Wellington.

DeSouza, R. (2007). Expanding discourses of national identity using the internet: The Aotearoa Ethnic Network. *New Zealand Communication Association Conference: Bytes on the Bays*, Ahuriri, Napier, New Zealand

Ferreira, M. C., Fischer, R., Pilati, R., & Boer, D. (July 2007). Linking values and identity: An exploration of the value-basis of national identity. Paper presented at the *XXXI Congreso Interamericano de Psicología [31st Interamerican Psychology Congress]*, Mexico City, Mexico, July 1-5.

Fox, S. (April, 2007). Arts and identity. *BRCSS New Settlers Pre-Conference Forum*, Wellington, New Zealand.

Fox, S. (July, 2007). Asian arts and identity in New Zealand. *Association of Asian Social Psychology*, Sabah, Malaysia.

Maydell, E. (Conference presentation, 2007). Migration and Identity in the Era of Globalization. Presented at the *7th Conference of Asian Association of Social Psychology*, Kota Kinabalu, Malaysia.

Maydell, E. (Conference presentation, 2007). Identity Issues and Challenges faced by Russian Immigrants in New Zealand. Presented at the *Conference on Cosmopolitan Civil Societies*, Sydney, Australia.

Philipp, A. & Ho, E. (2007) The impact of 'home' and 'belonging' on identity construction of South African female migrants in Hamilton, New Zealand. Paper presented at the *Symposium of the IGU Commission on Gender & Geography: Transnational Lives: Feminist Perspective on Citizenship, Home & Belonging*, Taipei, 23-26 November.

Stuart, J. (2007) Interpersonal and Intrapersonal Predictors of Ethnocultural Identity Conflict: The Development and Adaptation of South Asian Youth in New Zealand. Presented at the *7th Conference of Asian Association of Social Psychology*, Kota-Kinabalu, Malaysia.

Ward, C. (2007). Thinking outside the berry box: New perspectives on identity and acculturation. Keynote address, to be presented at *Fifth Biennial Conference of the International Academy of Intercultural Research*, Groningen, the Netherlands.

Ward, C. (2007, May). Identity, acculturation and adaptation in migrant youth. Paper presented at *Pathways, Circuits and Crossroads. New Research on Population, Migration and Community Dynamics*. Wellington, New Zealand.

Ward, C. (2007, July). Identity conflict in Korean youth in New Zealand. Paper presented at the *Seventh Biennial Conference of the Asian Association of Social Psychology*, Kota Kinabalu, Malaysia.

IMMIGRANTS AND IMMIGRATION

Badkar, J., Callister, P., Krishnan, V., Didham, R., & Bedford, R. (2007). Gender, mobility and migration into New Zealand: A Case study of Asian migration, *Social Policy Journal of New Zealand*, 32, 126-154.

Badkar, J., Callister, P., Krishnan, V., Didham, R. & Bedford, R. (2007). Patterns of gendered skilled and temporary migration into New Zealand. Report prepared for the *Department of Labour*, Wellington, New Zealand.

Badkar, J, Callister, P, Krishnan, V, Didham, R. & Bedford, R. (2007) Gendered Migration into New Zealand from Asia. Paper presented at the *Population Association of New Zealand's Biennial Conference*, Te Papa, Wellington, New Zealand, 3-4 July

Bedford, R. (2007). Immigration and settlement outside major urban centres: The New Zealand experience, 2001-2006. Keynote Address at the *12th International Metropolis*

Conference on Migration, Economic Growth and Social Cohesion, Melbourne, Australia, 8-12 October.

Bedford, R. (2007). Regional responses to Immigration and Development: New Zealand's Immigration Policy in the Pacific. Invited paper presented at the *12th International Metropolis Conference on Migration, Economic Growth and Social Cohesion*, Melbourne, Australia, 8-12 October

Bedford, R. (2007). Research, policy and practice: Reflections on local and global migration initiatives. Invited presentation to the *Metropolis Plus: perspectives from New Zealand Forum*, Te Papa, Wellington, New Zealand, 15 October.

Bedford, R. (2007). Population futures, New Zealand: National, regional and global contexts. Invited presentation to the *New Zealand Post Board's Strategic Advance*, Brackenridge, Martinborough, New Zealand, 23 November.

Bedford, R., & Ho, E. (2007). New Zealand arrivals and departures, *Around the Globe*, 3(3), 26-31.

Bedford, R., & Ho, E. (2007). Immigration futures: New Zealand in a global context, *New Zealand Population Review*, 32 (2), 49-63.

Bedford, R.D., & Ho, E.S. (2007). Migration in Oceania: Links between internal and international flows. Presentation made at the *8th APMRN International Conference*, Fuzhou, China, 26-29 May.

Bedford, R., Peace, R., Bell, A. & Ho, E. (2007) The second generation: an ignored dimension in migration research in New Zealand. Presentation made at *End-Users seminar on Pathways, Circuits & Crossroads: New Research on Population, Migration & Community Dynamics*, Wellington, New Zealand, 15-17 May 2007

DeSouza, R. (2007). Asian cultures in New Zealand. Paper presented at the *Ministry for Culture and Heritage*, Auckland, New Zealand.

Ho, E. (2007). Transnational mobility of young Chinese migrants to New Zealand. Presentation made at the *12th International Metropolis Conference*, Melbourne, Australia, 8-12 October 2007.

Ho, E. (2007). New Zealand's skilled migration policy and foreign credential recognition. Presentation made at the *12th International Metropolis Conference*, Melbourne, Aus-

tralia, 8-12 October 2007.

Ho, E. (2007, November). Migrating talent: subsequent mobility of recent Asian immigrants to and from Asia. Paper presented at the *International Conference On In and Out of Asia*, Singapore, 19-21 November 2007.

Hugo, G (2007) New Zealand's Immigration Policy in International Context: An Australian Perspective. Invited presentation to the *Metropolis Plus: Perspectives from New Zealand Forum*, Te Papa, Wellington, New Zealand, 15 October.

Janson, Annick; Janson, Robin; Holmes, Prue; Spence, Paul (2007), *NET-working for skilled migrants*, Commissioned by Asia New Zealand Foundation, 28pgs.

Kukutai, T (2007). Immigration, Identity and Innovation. Invited presentation to the *Metropolis Plus: perspectives from New Zealand Forum*, Te Papa, Wellington, New Zealand, 15 October.

Liu, J.H. (October, 2007). Migration, transmigration, and New Zealand: Personal reflections of a Chinese-American migrant. Invited address at *Metropolis Plus International Conference: Perspectives from New Zealand*, Te Papa, Wellington., New Zealand, Oct 15.

Longhi S, Nijkamp P & Poot J (2007). A Meta-analysis of Empirical Evidence on the Labour Market Impact of Immigration, Paper presented at the *20th Pacific Regional Science Conference*, Vancouver, May 6-9.

Longhi S, Nijkamp P & Poot J (2007). Meta-analysis of Empirical Evidence on the Labour Market Impact of Immigration. Paper presented at the *47th Congress of the European Regional Science Association*, Essec Business School, Paris, August 29 – September 2.

Longhi S, Nijkamp P & Poot J (2007.) Meta-analysis of Empirical Evidence on the Labour Market Impact of Immigration. Paper presented at the *Aarhus Colloquium of Meta-analysis in Economics*, September 27-30, Sandbjerg Manor, Sønderborg, Denmark.

McCann, P., Poot, J., & Sanderson, L. (2007). An Economic Theory of International Migration, Home Country Attachment and International Travel. Paper presented at the *47th Congress of the European Regional Science Association*, Essec Business School, Paris, August 29 – September 2.

Poot, J. (2007). Demographic Change and Regional Competitiveness: The Effects of Immigration and Ageing. Population Studies Centre Discussion Paper. No 64.

Poot, J. (2007). A Longitudinal Perspective on Trans-Tasman Mobility of the Dutch Antipodeans. Invited Lecture at the *Royal Netherlands Academy of Arts and Sciences*, Amsterdam, 10 September.

Poot, J. (2007). A perspective from the Antipodes: Demographic change and their economic impacts in New Zealand. Paper presented at the *Joint Scottish and Irish Regional Studies Association Conference on Demography and Economic Change: the Cases of Scotland and Ireland*, Kelvingrove Art Gallery, Glasgow 19-20 September.

Poot, J. (2007). Twenty Years of Econometric Research on Trans-Tasman Migration, *Public Policy Seminar, Motu Economic and Public Policy Research*, BP House, Wellington, New Zealand, 8 November.

Sanderson, L., & Poot, J. (2007). Changes in Social Security Eligibility and the International Mobility of New Zealand Citizens in Australia. Population Studies Centre Discussion Paper. No 65.

van der Pas, S., & Poot, J. (2007). Dutch 'Kiwis': Transformation of a Migrant Community. Paper presented at the *12th International Metropolis Conference on Migration, Economic Growth and Social Cohesion*, Melbourne, Australia, 8-12 October.

van der Pas, S., & Poot, J. (2007). Dutch 'Kiwis': Ageing of a Migrant Community. Paper presented at the *New Zealand Association of Gerontology Conference*, University of Waikato, Hamilton, New Zealand, 14-16 November.

INTERGROUP RELATIONS AND ATTITUDES

DeSouza, R. (2007, 9th October). Religion and Migration: Pathways of Integration. Paper presented at the *12th International Metropolis Conference*, Melbourne, Australia.

Fischer, R., Maes, J., & Schmitt, M. (2007). Tearing down the 'wall in the heads': Culture contact between Germans. *International Journal for Intercultural Relations*, 31, 163-179.

Gezentsvey, M.A. (February, 2007). The continuity of Kiwi Dragons. *BRCSS New Settler Researchers Network National Conference*, Auckland, New Zealand.

Gezentsvey, M.A. (July, 2007). From social representations

to ethno-historical consciousness: Grounding ethnic identity in history. *International Association for Cross Cultural Psychology (IACCP) Latin American Regional Congress*, Mexico City, Mexico.

Hanke, K. & Fischer, R. (2007, July). Interpersonal forgiveness across cultures: a meta analytical approach. Paper presented at the *4th Latin American Regional Congress of Cross-Cultural Psychology*, Mexico City, Mexico.

Hanke, K., Fischer, R., & Liu, J. H. (2007, July). Understanding intergroup forgiveness across cultures. Paper presented at the *7th Biennial Conference of the Asian Association of Social Psychology*, Kota Kinabalu, Sabah, Malaysia.

Hanke, K., Liu, J. H., Fischer, R., Wang, F., Atsumi, T., Huang, L., Lonner, W. J., & Adams, G. (2007, July). How universal or specific are concerns for justice? A five nations study of attitudes towards international law concerning the Iraq War and the cross-straits relationship between China and Taiwan. Paper presented at the *7th Biennial Conference of the Asian Association of Social Psychology*, Kota Kinabalu, Sabah, Malaysia.

Ho, E., Cooper, J. & Rauschmayr, B. (2007). Ethnic community perceptions of New Zealand Police. Report prepared for *New Zealand Police*. Wellington, New Zealand.

Liu, J.H. (February, 2007). Multiple identities: Hot or not? Invited presentation at the *New Zealand Chinese Association Youth Leadership Conference*, Auckland, New Zealand.

Liu, J.H. (July, 2007). The Chiang-Ching Kuo (CCK) Foundation studies of realistic conflict and identity politics (Part I): Joint cultural, cross-societal experiments on intergroup relations and trust in East Asia. *Symposium for the 7th biennial conference of the Asian Association of Social Psychology*, Sabah, Malaysia.

Liu, J.H. (July, 2007). The Chiang-Ching Kuo (CCK) Foundation studies of realistic conflict and identity politics (Part II): Social identity, historical conflict and the scope of justice. *Symposium for the 7th biennial conference of the Asian Association of Social Psychology*, Sabah, Malaysia.

Liu, J.H. (August, 2007). Multiculturalism and biculturalism in New Zealand: Promises and regrets. Invited address at the *Bananas NZ going global international conference*, Auckland, New Zealand.

Liu, J.H., & Hanke, K. (2007). A social psychology of justice: Reflections and implications for restorative justice practices. In G. Maxwell & J.H. Liu(eds.), *Restorative justice and practices in New Zealand: Towards a restorative society*, (pp. 275-287). Wellington, New Zealand: Institute of Policy Studies.

Liu, J. H., Hanke, K., Huang, L.-L., Fischer, R., Adams, G., Wang, F.-X., Atsumi, T., Looner, W. J. (2007). The relativity of international justice concerns: Attitudes towards the Iraq War and the Cross-Straits Relationship between China and Taiwan in 5 societies. Manuscript submitted for publication.

Maxwell, G., & Liu, J.H. (2007)(eds.). *Restorative justice and practices in New Zealand: Towards a restorative society*. Wellington, New Zealand: Institute of Policy Studies.

Sibley, C.S., & Liu, J.H. (2007). New Zealand = bicultural? Implicit and explicit associations between ethnicity and nationhood in the New Zealand context. *European Journal of Social Psychology*.

INTERNATIONAL STUDENTS

Clark, J., Baker, T., & Li, M. (2007). Student success: bridging the gap for Chinese students in collaborative learning. Refereed paper for the 18th ISANA Annual Conference, Student Success in International Education, from the 27-30 November 2007, at the Stamford Grand, Glenelg, Adelaide, Australia.

Cooper, J (2005) 'Students not adapting to New Zealand: Study calls for better services', by A. Warren, *The Press*, December 5, p. 2.

Garrett, N., Abbott, M. Cheung, V and DeSouza, R. (2007). International students. Paper presented at the Asian Mental Health & Addictions Strategy: The Way Forward' Launch of Auckland Regional Asian Mental Health & Addictions Implementation Plan 2006-2010 and Workshops, Auckland.

Ho, E. (2007, August). Living and studying in New Zealand: socio-cultural challenges for Chinese international students. Presentation made at the ISANA New Zealand conference, Hamilton.

Ho, E. (2007, September). Living and studying in New Zealand: expectations and experiences of Chinese international students. Presentation made at the 6th ISSCO Conference, Beijing.

Ho, E, Li, W, Cooper, J., & Holmes, P. (2007). The experiences of Chinese international students in New Zealand. Report prepared for Education New Zealand, Hamilton.

Jose, P. E., Ward, C., & Liu, J. (2007). Cross-cultural adaptation of Asian and Western international students in New Zealand. In J. H. Liu, C. Ward, A. B. I. Bernardo, M. Karasawa, R. Fischer (Eds.), *Casting the individual in societal and cultural contexts: Social and societal psychology for Asia and the Pacific* (pp. 205-224). Seoul, Korea: Kyoyook-Kwahak-Sa Publishing Company.

Li, M. (2007). Chinese students' learning difficulties in Australia and New Zealand. In Z. Zhou & D. Knapp (Eds.), *Experiencing another culture* (pp. 86-103). Kunming: Yunnan People's Publisher.

Ward, C., Berno, T., & Masgoret, A.-M. (2007). Identity, intercultural interaction and perceived discrimination in international students in New Zealand In A. Bernardo et al (Eds.), *Progress in Asian Social Psychology* (vol. 5). Seoul: Kyoyook- Kwahak-Sa Publishing.

LANGUAGE IN THE WORKPLACE

Holmes, J. (2007). Humour and the construction of Māori leadership at work. *Leadership*, 3 (1), 5- 27.

Holmes, J. (2007). Ethnic and professional identity at work: the role of talk in identity management. Presentation at City University of Hong Kong.

Holmes, J. (2007). The role of discourse in constructing ethnic & professional identity at work. Presentation at University of Augsburg.

Holmes, J. (2007). Relativity rules: Politic talk in ethnicised workplaces. Closing plenary at the *Third International Symposium on Politeness*, University of Leeds.

Holmes, J. (2007). Managing English in the Workplace: socio-pragmatic issues. Presentation at Kansai University, Osaka.

Holmes, J., Marra, M., & Vine, B. (2007, November). Māori men at work: leadership, discourse and ethnic identity. *New Zealand Linguistics Society Conference*, Waikato University.

Holmes, J., Marra, M., & Vine, B. (2007, November). Preparing Pākehā for working with people from other cultures. *Language Education and Diversity Conference*, Waikato University.

Marra, M. (2007, November). Displaying cultural identification at work. *Discourse and Cultural Practices Conference*. UTS Sydney.

Marra, M., & Holmes, J. (2007). Humour across cultures: Joking in the multicultural workplace. In Helga Kotthoff and Helen Spencer-Oatey (eds.), *Handbook of Intercultural Communication* (HAL 7) Berlin and New York: Mouton de Gruyter, 153-172.

Marra, M., & Kumar, T-A. (2007, November). Code-switching at work: negotiating identities in Māori workplaces. *New Zealand Linguistics Society Conference*, Waikato University.

Riddiford, N. (2007, May). Raising awareness of polite conversation in the New Zealand context. *National Association of ESOL Home Tutor Schemes 2007 Conference*. Wellington, New Zealand.

Schnurr, S., Marra, M., & Holmes, J. (2007). Being (im)polite in New Zealand workplaces: Māori and Pākehā leaders. *Journal of Pragmatics*, 39, 712-729.

MĀORI

DeSouza, R. (2007). Waitangi - Whānau - Whānui. Presented at the *Waitangi 07*, Ngamotu Beach, New Plymouth organised by New Plymouth District Council and Ngati Te Whiti Marae.

Guerin, P., Nikora, L. & Rua, M. (2007). Tāhoe on the move: regional mobility, *New Zealand Population Review*, Vol.32, no.2, pp.65-90.

Liu, J.H. (2007). Social and historical contexts for restorative and retributive justice: Te Ao Po- Te Ao Marama (worlds of darkness and light). In G. Maxwell & J.H. Liu(eds.), *Restorative justice and practices in New Zealand: Towards a restorative society*, (pp. 29-39). Wellington, New Zealand: Institute of Policy Studies.

Rua, M. & Kapea, T.W. (2007). Ngati-Haua Rangatahi: visions and futures. Presentation made at *End-Users seminar on Pathways, Circuits & Crossroads: New Research on Population, Migration & Community Dynamics*, Wellington, New Zealand, 15-17 May 2007,.

Te Punga Somerville, A., & Teaiwa, T. (2007). Review of Te Huringa/Turning Points: Pakeha Colonisation and Māori Empowerment in *Art Monthly Australia*, 206, 39-44.

MANAGEMENT

Liu, J.H. (August,2007). Multiculturalism, biculturalism, and diversity management in museums and galleries. Invited address at the Auckland War Memorial Museum as part of the *Human Rights Commission's Diversity Forum*, Auckland. Aug 25-28.

Pauleen, D. & Holden, N. (2007). Cross-cultural knowledge management at virtual interfaces. In Barnes, S. (Ed), *E-Commerce and V-Business*, 2nd edition Butterworth-Heinemann, 271-290.

MEDIA REPRESENTATION

Holmes, Prue; Zaidman, Nurit (2007), The role of culture in persuasive presentations: An Israeli and New Zealand student video exchange, In (Eds), *The Influence of Culture in the World of Business*, Peter Lang Publishing Group, 393-411.

Li, M. (2007). The impact of the media on the New Zealand export education industry. In K. Hutchings & C. Zhu (Eds.), *The Inaugural Australia-China International Business Research Conference Proceedings: International Business in the Asian Pacific Region: Challenges, Opportunities and Strategies for Research and Practice*, hosted by Monash University and University of International Business and Economics, Beijing, September 22-24, 2007.

METHODOLOGICAL ISSUES

Boer, D. (July 2007). On functions of music and its methodological issues. Paper presented at the *Regional Congress of the International Association for Cross-Cultural Psychology*, Mexico City, Mexico, July 6-9.

Boer, D. & Fischer, R. (July 2007). Music and Cross-Cultural Psychology: Developing a new area of research. Symposium organized for the *Regional Congress of the International Association for Cross-Cultural Psychology*, Mexico City, Mexico, July 6-9.

MORAL VALUES

Boer, D., & Fischer, R. (July 2007). How strong is the link between Values and Behavior? A meta-analytical approach using the SVS. Paper presented at the *XXXI Congreso Interamericano de Psicología [31st Interamerican Psychology Congress]*, Mexico City, Mexico, July 1-5,.

Vauclair, C.-M. (2007). Review of Morality in context. *Asian Journal of Social Psychology*, 10(3), 211-212.

Vauclair, C.-M. (2007, July). Moral values across time and culture: A Meta-analysis using the Rokeach Value Survey. Presented at the *7th Biennial Conference of Asian Association of Social Psychology*, Kota-Kinabalu, Malaysia.

Vauclair, C.-M. (2007, July). New evidence on old data: A cross-cultural meta-analysis on value priorities. Presented at the *IV Latin American Regional Congress of Cross-Cultural Psychology*, Mexico City, Mexico.

PACIFIC ISLAND

Bedford, R.D. (2007). Pasifika mobility: pathways, circuits and challenges in the 21st century. Report for the Institute of Policy Studies, Victoria University of Wellington, New Zealand.

Bedford, R., Ho, E., Krishnan, V., & Hong, B. (2007). The neighborhood effect: The Pacific in Aotearoa and Australia, *Asia and Pacific Migration Journal*, 6(2), 251-269.

Bedford, R. (2007). Pasifika mobility: Pathways, circuits and challenges in the 21st century. Invited paper presented at the *Thought Leaders' Dialogue, Department of Labour and Institute of Policy Studies* (Victoria University of Wellington), Otahuhu, Auckland, New Zealand, 30-31 August.

Bedford, R., Bedford C., & Didham, R. (2007). Migration of Pacific islanders to New Zealand: Recent developments and policy Initiatives. Paper presented at the *12th International Metropolis Conference on Migration, Economic Growth and Social Cohesion*, Melbourne, Australia, 8-12 October.

Bedford, R, Didham, R, Ho, E., & Bedford, C. (2007). Pacific Migration to and from New Zealand in the 21st Century: Reflections on a Revolution? Paper presented at the *Population Association of New Zealand's Biennial Conference*, Wellington, New Zealand, 3-4 July.

Bedford, R., Ho, E., & Bedford, C. (2007). The role of 'family' in contemporary Pasifika transitions to residence. Presentation made at *End-Users seminar on Pathways, Circuits & Crossroads: New Research on Population, Migration & Community Dynamics*, Wellington, New Zealand, 15-17 May 2007.

Callister, P., & Didham, R. (2007, August). Some emerging demographic features of the Pacific population in New

Zealand. Paper presented at the *Thought Leaders Dialogue - With the Pacific... About the Pacific Conference*, Auckland, New Zealand.

Henderson, A. K. (2007). "Gifted Flows: Engaging Narratives of Hip Hop and Samoan Diaspora." Ph.D. dissertation (*History of Consciousness*), University of California, Santa Cruz.

Pulu, T. B. (2007). One of these Kolonga boys was born in the village – can you tell which one? Presentation made at *End-Users seminar on Pathways, Circuits & Crossroads: New Research on Population, Migration & Community Dynamics*, Wellington, New Zealand, 15-17 May 2007.

YOUTH

Bedford, R. (2007.) Changing demographics and patterns of social interaction: Opportunities and challenges for young people in New Zealand. Paper presented at the *2007 SocCon: Social Studies, History, Geography and Economics*, Auckland, New Zealand, September 24-26.

Ward, C. (2007). The experiences of immigrant youth: A generational analysis. Commissioned report for the Department of Labour.

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