Encountering Diversity in Aotearoa

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Te Rūnanga Tātari Tatauranga

THE UNIVERSITY OF WAIKATO

MASSEY UNIVERSITY
TE KUNENGA KI PŪREHUROA
UNIVERSITY OF NEW ZEALAND

Outline
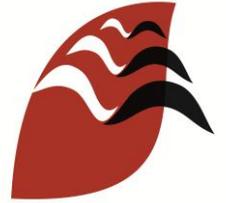
- The NTOM project
  - University of Waikato
  - Massey University
- Diversity in Aotearoa
- Household interviews
  - A Q Study in three regions
- Where to next?

Nga Tangata Oho Mairangi

- University of Waikato
  - Predicting the future population of New Zealand
- Massey University
  - Examining subjective understandings of diversity
    - Household interviews
    - Employer surveys
   - Focus groups with school leavers

Diversity in Aotearoa

- Cultural diversity
  - 24% born overseas
    - Asia (7%); UK/Ireland (6%); Pacific Islands (4%); Middle East/Africa (2%); Europe (2%); Australia (1%); and North America (1%)

- Ethnic groups
  - NZ European (70%); Maori (14%); Asian (11%); and Pacific Peoples (7%)

Three regions

West Coast
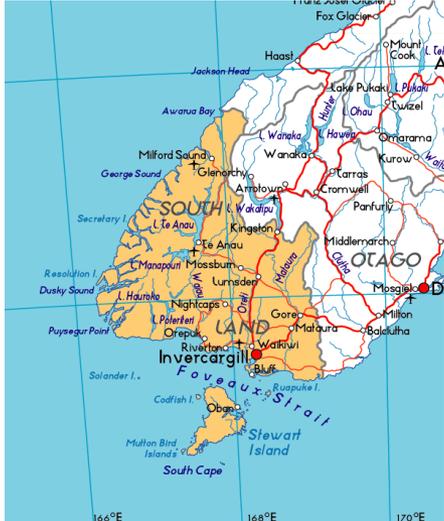
Southland

Auckland

Three regions compared
(Regional Economic Activity Report 2013)

	West Coast	Southland	Auckland
Population	32,900 (0.7%)	94,900 (2.1%)	1,507,700 (34%)
Poptn aged 65+	17%	16%	11%
Projected growth	0.1%	0%	1.4%
Household income	$86,000	$76,500	$89,700
Rental cost average p/annum	$13,300	$10,700	$22,100
Employment rate (% share of poptn.)	64%	71%	63%
Unemployment rate (% share of labour force)	5.2%	4.6%	7.7%
Edctn. Performance (NCEA 2)	62%	73%	78%
Industry	Mining; tourism; agriculture, forestry and fishing	Dairy farming; agriculture, forestry and fishing; manufacturing; education	Manufacturing; professional scientific and technical services; health care & social assistance; retail & wholesale trade; accom. & food services
High growth firms (p/1000 firms)	0	12	21

Key Issues

- West Coast:
  - Population decline; mine closures; tensions between environmental and economic concerns …

- Southland:
  - Population decline; increasing job uncertainty; increasing diversity …

- Auckland:
  - Population growth; increasing diversity; housing crisis …

Key Questions

- What are the dominant viewpoints of population change in each region?

- How is diversity understood and 'played out' in everyday encounters?

1. More ethnically diverse neighbourhoods
2. Older people relocate to get closer to health-care facilities
3. Reduced sense of safety
4. Different foods are available in my community.
5. Not everyone speaks English well
6. Auckland grows faster than elsewhere
7. Newcomers are often isolated
8. Living alongside people who are different
9. Changing employment opportunities
10. Young people leave to find work
11. Local schools merge or close
12. Cultural festivals
13. Young people leave for tertiary education
14. Non-English speaking children in schools
15. People leave because they have lost their job
16. Visible signage of non-English language
17. Newcomers are helped to settle
18. Restricted housing options
19. New Zealand residency is a stepping stone
20. Gap between the 'rich' and the 'poor' increases
21. Unemployment in the community increases
22. Expression of many religious beliefs
23. Newcomers bring new ideas
24. Māori interests are ignored
25. Businesses recruit skilled workers from overseas
26. People leave for Australia
27. Migrants are valued for their economic contribution
28. Schools acknowledge cultural differences
29. Numbers of newcomers increase
30. Newcomers increase requirements for healthcare, housing and welfare
31. Newcomer children achieve elite status in schools
32. Government sets migration targets
33. Low-skilled newcomers paid below the minimum wage
34. Economic strain in some regional areas
35. The idea of 'New Zealander' changes

The 'Q Concourse' and 'Q Set'
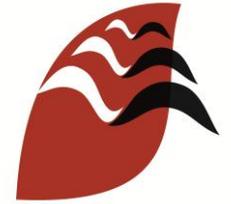
Diversity **More ethnically diverse neighbourhoods**	**Individual or household** **Different foods are available in my community**
Economy **Changing employment opportunities**	**Community or region** **Local schools merge or close**
Mobility **Young people leave for tertiary study**	**National** **The idea of New Zealander changes**

Q Methodology
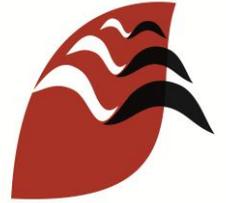
The participants were asked to sort 35 statements

about the possible effects of population change that best demonstrate that which is unacceptable to you and that which is acceptable to you

Please sort the 35 statements to best reflect that which is 'unacceptable to you' and that which is 'acceptable to you'.

Completely Unacceptable to you				Neutral (neither unacceptable nor acceptable)				Completely acceptable to you
1	2	3	4	5	6	7	8	9
10	11	12	13	14	15	16	17	18
	19	20	21	22	23	24	25	
		26	27	28	29	30		
			31	32	33			
				34				
				35				

Research in action …

- Why did you put these statements at the most extreme ends?

- What do you think are the biggest challenges facing Auckland right now?

- What do you think are the biggest challenges facing Auckland in the future?

West Coast Participants

- Convenience sample of 11 households
  - 17 residents (9 women and 8 men)
- A limited West Coast area
  - Westport area (2); Hokitika area (5); Greymouth area (10)
- Ethnic identification
  - NZ, one of whom identified as Māori (13); England (2); Chile (1); and Europe (1)

West Coast Participants cont.

- Age between early twenties and late sixties
  - Twenties (3); thirties (2); forties (5); fifties (3); sixties (5); and seventies (4)

- Employment status
  - Paid employment (12); retired (1); stay at home parent (2); self-employed/sub-contractor (2)

- Occupations
  - education/training; professional, scientific & technical services; health care & social assistance; public administration & safety; administrative & support services; retail trade; and construction

West Coast

1. "On our terms"

2. "It's the right thing to do"

3. "Close to home matters"

On our terms

This viewpoint is characterised by the belief that migrants are a welcome addition to the community, contributing vibrancy and diversity. However, in keeping with a neo-liberal framework, those who share this viewpoint believe that new arrivals must work to fit into the 'New Zealand culture'

On our Terms

- Migrants enhance a community

- Migration must be monitored and regulated

"I just think we're kind of losing what a New Zealander is now. Let's not import any more 'cause we're such a huge diverse country now … we're losing our culture to other countries" (WC007B)

- Understandings are located within a neo-liberal, meritocratic framework

"I just don't think there's any excuse for [migrants] to not really try" (WC007B)

- A tension between commitment to local people and need for migrants

"They're still bringing in workers here to do the farms … I don't like it happening. I'd rather the young ones stayed here … but they're bringing in a lot of migrants from the Philippines … but I don't like the idea of our young people having to leave to find work elsewhere" (WC010B)

It's the right thing to do

This viewpoint is characterised by the understanding that existing residents have a moral obligation to welcome newcomers, irrespective of where they have arrived from, into the community. This stance moves far beyond economic imperatives; quite simply, it is considered to be the 'right' thing to do

It's the right thing to do

- Fully embrace diversity

It's about the diversity, celebrating our diversity, newcomers bring in new ideas. I think new ideas are good for a community to keep it alive and vibrant and going well … (WC001B)

- Migrants' economic and social contributions should be valued and acknowledged – not exploited

"This area needs new people, needs good people, needs skilled people, needs positive people and they get put off by being ripped off … Quite a few [migrants] get exploited … it's illegal so it's a no-go for me" (WC006A)

- Migrants must be able to *actively* participate as full citizens

"The problem is that [migrants] might come here for a job but a job's not enough. They need to be able to fit in to the community too" (WC007A)

Close to home matters

Those who shared this viewpoint are less concerned with notions of inclusion, equality and social justice. Instead, they were rational, self and/or family-focused and concerned primarily with structural issues such as housing, healthcare and education. Issues around diversity were simply not on their radar.

Close to home matters

- Services such as healthcare, education and housing are of primary concern

"A lot of the teachers are retirement types, burnt out teachers or lazy teachers … so if your parents could afford it you were sent over the hill" (WC005B)

- Concerns around migration related to infrastructure

"We don't want what's happened in Auckland happening here … they load up the health system and they load up the housing. That's self-explanatory, isn't it? (WC009B)

- Personal responsibility, including settlement processes for newcomers

Southland Participants

- Convenience sample of 16 households
  - 26 residents (15 women and 11 men)

- Greater Southland area
  - Gore (6); Te Anau (2); West Plains (2); Invercargill (13); Mataura (2); Otautau (1)

- Ethnic identification
  - NZ, one of whom identified as Pasifika (19); England (5); Turkey (1); Argentina (1)

Southland Participants cont.

- Age between twenties and sixties
  - Twenties (8); thirties (7); forties (4); fifties (5); sixties (2)

- Employment status
  - Paid employment (17); university students (3); retired (2); Stay at home parents (3); self-employed (1)

- Occupations
  - Manufacturing; education/training; professional, scientific & technical services; health care & social assistance; administrative & support services; retail trade; farming; and construction

Southland:
Interpreting three factors

1. "Enriching the local"

2. "On the move"

3. "Who is the 'new' New Zealander"

Enriching the local

This viewpoint is characterised by an understanding that the family, local community, and a sense of (local) place are all important for creating a sense of belonging and well-being. Importantly, those who share this viewpoint believe that migrants play an important role in the generation of community

Enriching the local
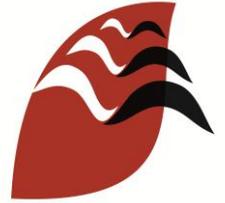
- Migration is perceived as beneficial, offering new ideas and experiences

"[national] identity being built by wave after wave of migration. And that is potentially our greatest strength … everybody's made their contribution … I see it as a great strength" (SL012A)

- Make sense of new arrivals through experiential accounts affecting the individual family unit

"… interacting with people who have got different views, different backgrounds … the conversations and the opportunities to mix and mingle and talk with people from different backgrounds… actually knowing people and growing up with those friendships" (SL003A)

- Potentially transformational everyday engagements

On the move

This viewpoint is characterised by the belief that economically and socio-culturally, mobility is important and potentially transformative across the life span. Those who shared this viewpoint were less concerned with the diversity created through population change and more concerned with *being* mobile

On the move

- Being able to leave Southland is vital

- Young people especially need to leave for multiple reasons – study, employment, social and cultural experiences

- Mobility is/ought to be a norm carried through the life span

Who is the 'new' New Zealander?

Those who share this viewpoint argue that it is inevitable that the construction of 'New Zealander' changes and that we must accept and embrace multicultural diversity, and that we must develop a new place-based sense of unity - one that is grounded in the local as opposed to the national

Who is the 'new' New Zealander?

- The inevitablility of change

"I think the idea of New Zealander **has** to change. By the time we get to 2050 NZ's ethnic makeup is going to be hugely different… It's good for New Zealand" (SL010B)

- A singular national identity

"I think it's [the idea of New Zealander] already changed so much. I think it would be really good and I don't think this will ever happen but everybody that lived in New Zealand thought they were a New Zealander" (SL009A)

Auckland Participants

- Convenience sample of 33 households

  – 54 residents (26 women and 28 men)

- Greater Auckland

  – South Auckland (4); West Auckland (7); Eastern Suburbs (2); Central Business District (1); North Shore (16); and Rodney (3)

- Ethnic identification

  – NZ, two of whom identified as Māori (26); England (8); Korea (4); Indonesia (3); China (2); Iran (2); Philippines (2); South Africa (2); Portugal (1); Tonga (1); United States of America (1); Chile (1); and Vietnam (1)

Auckland Participants cont.

- Age between late teens and eighties

  - Teenagers (2); twenties (6); thirties (7); Forties (10); Fifties (18); Sixties (5); Seventies (3); and Eighties (3)

- Employment status

  - Paid employment (26); university students (7); retired (2); 'housewives' (2); college students (2); self-employed (6); officially retired but remaining in some paid employment (3); self-employed whilst semi-retired (2); currently retraining (1)

- Occupations

  - manufacturing; education/training; rental, hiring and real estate services; professional, scientific & technical services; health care & social assistance; arts & recreation services; public administration & safety; information media & telecommunications; administrative & support services; retail trade; and construction

Auckland:
Interpreting three factors

1. "Lived Diversity"

2. "Resisting Diversity"

3. "Liberal Diversity"

Lived Diversity

This viewpoint is characterised by a belief that diversity (in all its forms) is fundamentally good for community development, while acknowledging the privileged place of Māori as tangata whenua. Diversity is not an abstract theoretical idea. Rather, this viewpoint represents a desire to *live* in a diverse world, embracing diversity in all its forms.

Lived Diversity …

- Embody diversity; about being *in* community

- Inclusive and community oriented

"There are different things they [migrants] can get involved in but I think it's a more community response that's needed … we have a responsibility to new settlers to help them settle … we need to have a long-term vision (AK002A)

- Everyday cultural experiences

"I was really disappointed that it [school] was mainly white because the school he'd started in in England was people from all around the world – Sikhs, Muslims, and they celebrated Diwali and they celebrated the festivals … I think it's really important for children to grow up respecting and understanding other cultures" (AK025A)

- Concerned about disparity in a diverse world

Resisting Diversity

This viewpoint is characterised by resistance toward community diversity. Concerns are expressed about the loss of 'kiwi' values and ethnic and religious diversity (or the presence of values other than their own) are experienced as somewhat threatening. Government regulation is crucial for managing the number of migrants and the impact of migrants on public services.

Resisting Diversity …

- English language privileged

"Some of the shops that I've been into and you want to find something and they can't speak a word of English. I think that's wrong. If you're opening up a shop you should be able to speak the language … how do the Asians get in? Not that I'm discriminating against them but …" (AK015A)

- Challenges to their 'neighbourhood'

"Should we ever be flooded with, I'm sorry I have to say this, Islamic radicals? See in the UK, the Islamic radicals there are pushing out the Islamic radicalisation type boat … I'd hate to see that sort of thing happening … I've got no problems with that [religion]. I believe in tolerance. If people want to practise their religious beliefs, fine. Where I think the tolerance has got to be closely monitored is where we get the radical element" (AK017B)

- Role of central government

- Some interesting contradictions …

Liberal Diversity

This viewpoint is characterised by the belief that diversity is 'good' for a community but this doesn't necessarily extend to their own 'lived life'. In a sense, diversity is an abstract idea rather than a reality and, as such, it is the role of government (central and local) and migrants themselves to ensure successful integration and economic outcomes (not the community).

Liberal Diversity …

- Belief in the value of diversity

"A mix of people is good. Everyone has different things to offer and I think it is good to mix things up where possible" (AK028B)

- Externally oriented ideas about diversity

"Newcomers do feel isolated. Communities need to look after each other but who's going to do it?" (AK009B)

- Role of central and local government

"It's imperative [that newcomers are helped to settle]. If we're going to have immigration laws … then we need all those resources to help our immigrant peoples to be able to establish themselves … if we're going to have policies … then we need to back that up with resources that are accessible for our migrants, especially our new migrants who may not be joining family" (AK001A)

The Value of Q Method

Reveals a range of dominant viewpoints – 'tantalising thought moments'

Helped to surface unanticipated conceptualisations of diversity

Reveals a range of tensions, both within and between regions

However, it doesn't reveal how strongly held the viewpoints are

Nor does it reveal how representative those viewpoints are

Creates opportunities for further research to tease out understandings of diversity