



Multicultural Times

- journalism for diversity -

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Eid celebrations on page 7



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The sacrificial story leads back to Abraham and Ishmael. Abraham was instructed in a vision to sacrifice his son Ishmael for the sake of God. In consulting with a willing Ishmael, both proceeded to make the sacrifice to obey the command of their Lord. In this selfless act of devotion they gained the Mercy of God who summoned a lamb in place of Ishmael.

It is this act of devotion that takes place during Eid'ul Adha. Whilst festivities and celebrations have their place, the main emphasis of the Eid is social obligation. It is to connect the individual with their communities and their societies. Charity is emphasised. Community work is emphasised. Caring for others is emphasised.

Most importantly this social obligation is emphasised through the sacrifice. Each person who meets the financial requirements to sacrifice an animal must do so. One third must be given to the poor. One third must be given to friends and neighbours. And one third must be kept by the family. In this way individuals become accustomed with the needs of the poor. They maintain relations with their friends and neighbours. They protect the needs and relationships of their family.

Last Wednesday, August 22, Muslims in Aotearoa celebrated Eid'ul Adha. They came together in mosques and community centres around the country to pray their congregational prayers. Believers with backgrounds canvassing the globe stood together to commemorate the end of Islam's holiest days. Much like there fellow believers on the plains of Mecca they re-enacted the tradition of their spiritual forefathers Ishmael and Abraham.

It is in these days regardless of whether you are in Aotearoa's King Country or at the Kaaba of Mecca Islam's unity in diversity is on display. As Malcom X famously remarked "There were tens of thousands of pilgrims, from all over the world. They were of all colours, from blue-eyed blondes to black-skinned Africans. But we were all participating in the same ritual, displaying a spirit of unity and brotherhood that my experiences in America had led me to believe never could exist."

This is the spirit of Eid'ul Adha. ■ - by Hashmat Lafraie, Nawawi Centre, Christchurch

Significance of Eid'ul Adha

It is a cube shaped House. Once the focal centre of a vast desert region, now surrounded by mega structures and skyscrapers. This is the Kaaba of Mecca, Islam's holiest sanctuary.

Every year millions of believers rain down from around the world to make their once in a lifetime pilgrimage to the Kaaba. Performing an intensive of religious rites and rituals, some stemming back to the original architects of the holy sanctuary, Abraham and his son Ishmael.

This obligation of pilgrimage coincides with Islam's holiest days. During these days, those who are not pilgrims are encouraged to ramp up their devotional worship and acts of goodness and piety. The holy days culminate with three days of festivities and celebrations, known as Eid'ul Adha. These are also known as the days of sacrifice.

NZMC

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Disclosure - Prof Edwina Pio of AUT, who is New Zealand's first Professor of Diversity, is a member of Multicultural Times Advisory Board.

AUT’s inaugural diversity awards celebrate staff’s commitment to diversity



Auckland University of Technology (AUT) staff came together for the Inaugural Vice-Chancellor Diversity Awards to acknowledge the diversity initiatives of eight awardees at the Auckland Art Gallery last week. The awards celebrated AUT’s commitment to diversity and inclusion, embedding everyday diversity and saluting work by the University’s staff in the diversity space. AUT Director of Diversity and event organiser, Professor Edwina Pio, added, “Many here will resonate with the echo of myriad memories, of inconvenient doubt, of stumbling, of passing the

baton, of broken dreams, of fulfilling dreams and of grit and endurance. We do diversity every day and I privilege hope and compassion as the heart of diversity.”

The list of awardee included:

- Lexie Matheson, Senior Lecturer, Faculty of Culture and Society - for her work in the LGBTI community; is also the Rainbow Representative for the TEU
- Mahsa Mohaghegh, Lecturer, Faculty of Design and Creative Technologies - founded She# in 2014, a non-profit networking and learning group for women interested in technology; in recognition of her efforts, she was one of ten semi-finalists in the 2018 New Zealander of the Year Awards
- Professor Candice Harris, Head of Department, Management, Faculty of Business, Economics and Law - member of the Universities New Zealand Women in Leadership Steering Group since March 2009; co-initiated and organised the inaugural

NZWIL symposia

- Robert Hogg, Senior Lecturer, Faculty of Health and Environmental Sciences - for his outstanding and extraordinary contributions to enhancing Mātauranga Māori within the School of Sport and Recreation
- Jo-Anne Lewis, Community Relations Manager, AVC Strategy and Stakeholder Relations - an ally of the LGBTQI community at AUT, working with Out@AUT and helping deliver events such as AUT at Big Gay Out, the Pride Parade and Pink Shirt Day
- Shahla Damoory, Centre Leader, AVC Corporate Development and Support - for her continued commitment to the development of tikanga in the centre
- Brett McCready, ICT Core Platforms Manager, AVC Finance & Infrastructure - for his Fit Camps initiative, an inclusive and outstanding contribution to diversity
- Isabella Rasch, Pacific Student Support Advisor, DVC and PVC Groups - for her continuous support to Pasifika students at AUT

CLOUD39 is the newest co-working and childcare precinct now open in Botany for the South and East Auckland community. With the rise of flexible workspaces and the future of work, this is a great space for like minded people to come together and co-work. Parents can leave their children in the safe and nurturing care of Kiwi Supertots Childcare while focusing on their business and work in the purpose designed and built co-working space.

For older children in neighbouring schools, pick up and drop off service alongside high quality before and after school care is also provided.

Membership at CLOUD39 means being able to combine family life and work life all in one, creating the ultimate work life balance and fulfilment for parents to work closer to their family and home. Its also a hub for various youth and children’s programs, including a

Kidpreneur program launching soon inside CLOUD39.

Membership at CLOUD39 means access to office space, meeting rooms and events space, without the intensive capital investment of having to own or tie into long term leases. As a member; office space can be used by the day, week or month and meeting rooms can be booked by the hour or by the day.

On September 12, 2018, Eric Chuah from Multicultural Times, Ron Lal from Momentum NZ, and Diana Sharma from Mission Ready HQ will be speaking on topics of multicultural business, start-ups and technology skills for the future of work. This is an open chat panel discussion not to be missed. This event is brought to you by FURM Academy and Momentum NZ.

For those not in the local area, follow @FURMacademy

on Facebook and Instagram for a video feed of the talk.

Event: Founders Chat - Episode 1.0

When: September 12, 2018 5:30pm to 7:30pm

Where: CLOUD39 - 39 Bishop Dunn Place, Botany. Auckland. 2013. New Zealand.

Tickets available at www.eventbrite.co.nz

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Get involved - join the New Zealand Newcomers Network Initiative

Are you looking to connect in your new community? Make friends and find a sense of belonging? Then New Zealand Newcomers Network may be perfect for you!

The journey of the New Zealand Newcomers Network Initiative (NZNN) began in 2006, after a series of government funded reports found, that making friends was one of the most difficult issues new migrants to New Zealand faced, when settling into the new community. To meet this very real problem, the first NZNN regional network was set up in Nelson in 2006, and the weekly social activities to connect newcomers and their host community began. Since then, the Alliance of Networks has grown to over 35, evenly spread across both the North and South Island. In 2016 Multicultural New Zealand decided to take on the governance of the NZNN Initiative which has led to great connection and

collaboration opportunities for everyone involved.

NZNN is a grass-roots initiative concerned with social connection of newcomers, and the creation of bridging networks and social cohesion in host communities. NZNN - as the head of the Alliance - is the national body of the Initiative, manages the national website www.newcomers.co.nz, which links into the networks across the country - advocates for and supports the existing networks and their work and sets up new networks.

NZNN acts as a 'starter', 'supporter' and 'connector' by providing the national web platform and support services to the regional NNs. NZNN's mission is to support and empower regional newcomers networks to create informal social networks that provide opportunities for people to connect and make friends. The core values are empowerment, professionalism, leadership, advocacy and connectedness.

The regional newcomers networks are open and welcoming to all new settlers in a community, whether from within or outside of New Zealand. This encourages great diversity, connects migrants and Kiwis alike, creating informal inter-cultural meeting, sharing and learning spaces.

The networks are run by (mostly volunteer) coordinators and volunteer activity coordinators and provide opportunities for meaningful social connection. Examples are coffee mornings, games groups, bonfire at beaches, walking groups, dance classes, ukulele groups, cycling groups, language classes, pot-luck dinners and many more. Several thousand newcomers are connected through these networks every year.

Every region can address their community's need in

whichever way is most fitting - regions are autonomous and are very creative in their approach to creating social connection opportunities, but they are bound by the Principles of Collaboration as set out in the Alliance agreement which are: friendship and support, respect, inclusion, community connectedness and service integrity.

If you are a newcomer looking for opportunities to connect please make contact with us. The easiest way to connect to the different regional newcomers networks is by visiting: www.newcomers.co.nz, choosing the appropriate region and completing the online 'join us' form. Or you can just send an email to: info@newcomers.co.nz.

We would love to hear from you! ■

- by Andreja Phillips, National Manager, New Zealand Newcomers Network Initiative

Moving to the needs of migrants and former refugees, ARMS are moving offices

After years of being based in Three Kings, Auckland Regional Migrant Services (ARMS) are moving locations to *Level 2, 8 Virginia Ave West, Eden Terrace, Auckland 1020*, from August 28, 2018. Prompted by the needs of a growing population of migrants and former refugees, the new office will help streamline their support, by maximising their resources and encouraging greater connection in the community, said ARMS' Chief Executive, Rochana Sheward.

"Our new office is a great move forward for ARMS. The Auckland region is wide and our new location is not only central but also encourages us to streamline our resources, to improve our regional reach and engagement initiatives with migrants and former refugees within their communities, with less onsite facilities," she added. ■

Multicultural New Zealand, with 23 affiliated regional multicultural councils and 35 regional New Zealand newcomers networks, support and connect newcomers and migrants all over New Zealand.

Join our movement!

www.multiculturalnz.org.nz
www.newcomers.co.nz

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RMC & NZNN Locations 2018

● RMC: MNZ Regional Multicultural Council :
● NZNN: New Zealand Newcomers Network

Pathway to Treaty-based Multicultural Aotearoa New Zealand

Low pay rates and expensive immigration process, concerns Filipino migrants the most: E tū

A report released on August 26, which was commissioned by E tū, and was funded by the Industrial Relations Fund, has revealed the experiences of mostly Filipino construction workers in Christchurch and Auckland in 2017 and 2018. A small number of employers from around New Zealand was also interviewed. Along with low pay, and poor housing emerging as critical issues, the report, by researcher and lawyer, Catriona MacLennan, also reveals wide-spread exploitation of migrants by immigration companies and so-called pastoral care companies.

The key findings:

- The average hourly pay rate in the construction industry in New Zealand in the first quarter of 2018 was \$29.00. Not one of the Filipino workers interviewed was paid as much as that, despite many of them having years, or decades, of experience in their trades.
- The Filipino migrant construction workers interviewed appeared to the researcher to be significantly underpaid for their experience, and also to be paid less than kiwi workers.
- Most workers interviewed would like to remain in New Zealand and to bring their families here. The cost of the immigration process is a major barrier, particularly because of the migrants' low pay rates.
- Many of the Filipino workers arrived in New Zealand with large debt burdens because they paid companies to arrange their jobs here. They also had numerous deductions taken from their pay, some of which appeared to be illegal.

- Filipino workers commonly lived in houses shared with other construction workers. They sometimes shared rooms and there were up to ten workers renting a five-bedroom house, with each paying \$150 a week in rent.
- The low pay rates for experienced construction workers raised the issue for the researcher, of whether employers bring migrant workers to New Zealand because of a skills shortage here, or whether the primary motivation is to obtain cheap labour. The lack of knowledge of current pay rates here and the uncertainty of their tenure creates a vulnerable workforce in this country.

The report recommends:

- Statistics NZ verification of pay scales of migrants who have been in New Zealand for five years or less, to ascertain the scale of low payment of migrants.

"..the 28 Filipino construction workers based in Auckland were paid between \$19 and \$26.45 an hour...."

"For the first time there is research which shows migrant workers who are Filipino being underpaid because they are Filipino and for no other reason"

- Research that compares the pay rates of migrants and kiwi workers with the same years of experience and skills in their trades.
- A Government strategy to address the potentially discriminatory practice of low pay rates for migrants in the construction sector.
- Government-funded research into the experiences of migrant workers in dealing with visas and immigration, in particular, the expense and cost of the immigration process.
- A Government plan to communicate with future migrant workers about the cost of permanent residency and the possibility of family re-unification.
- A Government strategy for quality, affordable housing for migrant workers.
- Publicly-funded programmes to provide practical information and assistance to migrants and their families to support settlement in New Zealand, including English language classes.

"For the first time there is research which shows migrant workers who are Filipino being underpaid because they are Filipino and for no other reason," said Ron Angel, E tū Industry Coordinator Engineering and Infrastructure, adding that the issue of expensive, unhealthy housing also needs to be dealt with. "The report recommends government action, to ensure new-comers are properly supported and get the advice they need." ■

Majority Kiwis view NZ-China relationship in a positive light: NZCC survey

- though they tend to incorrectly identify China as New Zealand's largest investor

Titled Perceptions of China Monitor: Survey 2018, the first-ever survey done by the New Zealand China Council has revealed interesting insights into New Zealanders' perceptions of China, as a comprehensive partner in trade, science, the arts and more. The online survey of 1,001 New Zealanders aged 18 years and over, conducted between the 2nd and 9th of February 2018, showed that overall, opinions of New Zealand's relationship with China are positive.

Also, many New Zealanders say they are keen for more engagement with China, such as increased trade and investment in tourism and education. On the cultural front, the survey shows New Zealanders are well aware of the value of learning Mandarin, and many are keen to visit China in the future.

At the same time, the survey reveals most New Zealanders think China benefits more from the relationship than we do. It also shows concerns about perceived levels of Chinese investment in commercial and residential property.

Some key findings:

- 43% of New Zealanders say New Zealand's relationship with China is positive, three times as many who say it is negative (14%).
- 41% of New Zealanders believe that China benefits the most from the New Zealand China relationship. 28% think both countries benefit equally, and 16% think New Zealand benefits most.
- Over one third of New Zealanders would like to see trade between New Zealand and China increase. Almost as many (38%) want it to stay the same. 12% want to see it decrease.
- New Zealanders tend incorrectly to identify China as New Zealand's largest investor. New Zealanders also incorrectly believe Hotels, Commercial Property and Residential Housing are the top areas in which China invests in New Zealand.
- 69% of New Zealanders think Mandarin is one of the most useful foreign languages New Zealand schools can teach. ■

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Diverse thinking is needed to generate successful businesses in NZ: Superdiversity Institute



Rob Campbell, Chair of Skycity Entertainment Group, addressing the gathering; also seen are Finance Minister Grant Robertson, Mai Chen of Superdiversity Centre, and Minister for Ethnic Communities Jenny Salea

The Diverse Thinking Capability Audit of New Zealand Boardrooms 2018, released last week by Mai Chen, Founder and Inaugural Chair of the Superdiversity Institute for Law, Policy and Business, has emphasised how diverse thinking around the board table is essential to improving the performance of companies and organisations.

The report launched by Finance Minister Grant Robertson, gathers insights, guidance and advice from over 60 top Chairs, Directors, and governance professionals about how best

to attract, retain, and leverage diverse thinkers in the best interests of the company or organisation.

“The report is also a call to experienced directors to lead for more diverse thinking in boardrooms in the best interests of the organisation. It explains what ‘diverse thinking’ really means for governance, how to increase diverse thinking, the predictors of diverse thinking beyond gender and ethnicity, and how to create a diverse thinking Boardroom culture and governance practice for peak performance and better decision making,” noted Chen.

Rob Campbell, Chair of Skycity Entertainment Group, added, “New Zealand is going to be more multicultural, building upon our solid bi-cultural foundation. This report will be useful to anyone of goodwill and challenging to anyone who is a ‘diversity denier’.”

Justine Smyth, Chair of Spark Board, also shared how her company is continuously rewarded by making insightful decisions due to having a very diverse board.

On his part, Peter Griffiths, Chair of Z Energy, called it a “absolute seminal report”.

More details at www.superdiversity.org/reports ■

NZITA launches its South Island chapter

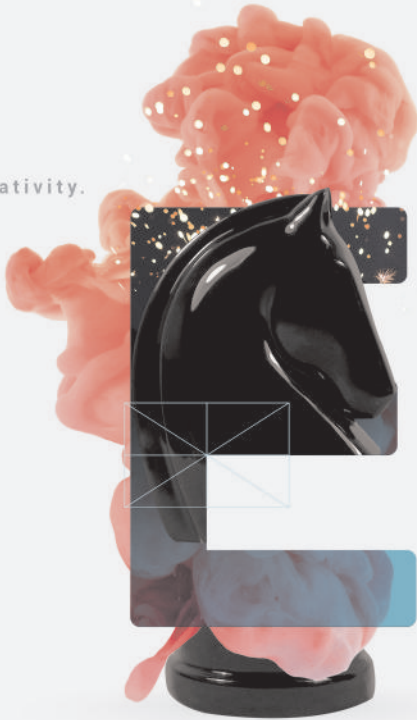
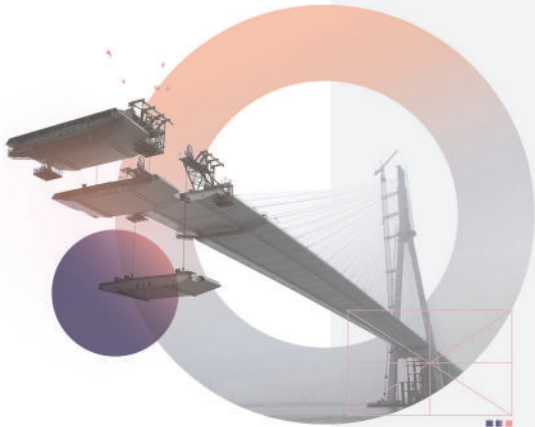


The New Zealand India Trade Alliance (NZITA) has launched a South Island chapter to create a gateway for companies in the South to connect with the huge opportunities emerging in the Indian market. The event called Unlocking the Potential of India, was held in Christchurch and was attended by over 60 representatives from companies looking to expand business opportunities in the Indian market. The local chapter will be led by Michael Henstock.

National MP and opposition spokesperson for Finance, who attended the vent said, “From New Zealand’s perspective it is incredibly important that we continue to grow diversity of markets. When you look at India, the size of its growth, and the strong cultural and sporting ties that we have there, an increasing footprint in that market will be incredibly beneficial for New Zealand.”

NZITA co-deputy chair Don Brash added, “Despite challenges, India has taken huge strides in recent years in improving its macro-economic stability.”

Also present at the occasion were representatives from the iconic Kiwi company, HamiltonJet, which recently completed a deal to provide water jets for a fleet of 14 new Follow On - Fast Attack Craft for the Indian Navy. ■



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All your immigration questions answered



Immigration Minister addressing a public meeting in Auckland

Two events, one was a speech while the other was a public interaction, but the message from the Immigration Minister Iain Lees-Galloway was essentially the same.

First was the annual conference of the New Zealand Association for Migration and Investment held in Auckland on August 17, and the other was a public meeting organised by Labour MP from New Lynn Deborah Russell on August 21. Here's what he said on several immigration issues.

Generally: We want our immigration settings to be prosperous, productive, and inclusive, where migrants are free from exploitation, can have a first-class experience here, and have good

meaningful jobs.

On exploitation of international students: We have listened to the feedback received, and the recently announced changes in the post-study work rights for international students are a testimony to that.

On exploitation of migrant workers on work visas tied to employers: We have made some changes, and am interested in knowing the alternatives. The labour market test, accredited employers scheme is just tinkering. What I want to do is first principle review of temporary visa settings in New Zealand.

On filing criminal cases against the employers exploiting migrant workers: It will be resource intensive. And we have chosen immigration prosecution instead, such as not being able to employ migrant workers in future. But this is

always up for review.

On one size fits all approach to visas: We need to have a regional approach to skills shortage list, and a regional focus on temporary work visas. A group of ministers are working on it, and we will have some announcement soon.

On one-year stand down period after three years of stay under Essential Skills visa: While I can understand the rationale behind it, I am going to have a close look at it. This visa keeps people in constant state of readiness. Not saying I'll get rid of it, just saying, will review it.

On humanitarian side: We are already increasing our refugee quota. We will review our pacific settings next year. Recognised Seasonal Employer (RSE) scheme is a great programme, but I am looking at ways to make it even better.

On parent-category visa: I am waiting for Ministry of Business, Innovation and Employment (MBIE)'s advise on this. Once I get that, we will come out with proposals. I know the problem first-hand. A very good GP in Palmerston

North had to return to South Africa recently because her mother couldn't come to New Zealand to take care of her young daughter.

On ANZSCO list of occupations: I was expecting a full review, which I have been told, can't happen. What is possible though, is a targeted review of some occupations listed in the Australian and New Zealand Standard Classification of Occupations (ANZSCO), as the list is over ten years old. This will solve the problem of discrepancy in salary thresholds settings for gaining residency.

On opening the pathway of residency through construction sector: Interesting suggestion, more so, as we will be needing so many tradies to build houses. I will look into it.

On immigration officials using their discretion which sometimes seem unfair: Send me an email about such cases, I will look into these.

On regulating offshore student visa agents: We have chosen to focus on the education provider instead.

On partnership visa: In my opinion, Immigration NZ takes a very narrow view of what is a genuine relationship. But I can see the official's point of view as well. Generally, this is the visa of last resort, after all the other venues of securing a NZ visa have been explored. That's why Immigration NZ is so careful with these.

On alleged racial profiling of Indians by Immigration NZ: It was just an excel sheet. There was no racial profiling of any kind there. Having said that, Immigration NZ has learnt its lesson, and it won't happen in future.

On co-ethnic exploitation of migrants: We take this very seriously. We need to educate employers on workers rights in NZ. And when somebody breaks the law, we need to point that person out. It's up to the community itself.

On entrepreneur and other business visas: The take-up rate in itself is an indication that these are clearly not working. Not at the very top of my list, but we will come to that definitely. But I can't give a specific time-line. ■

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Muslims across NZ celebrate Eid'ul Adha



Volunteers from Jannah Road Charity Op Shop, which is "New Zealand's first Islamic Op Shop committed to supporting local Muslim communities", at Auckland's Eid'ul Adha celebrations on August 22. The charity also runs a hajj sponsorship project, says Denit, the founder, who herself immigrated from Turkey.



In Canterbury too, Salat Idul Al-Adha (Eid Prayers) were organised at the Cowles Stadium on the morning of August 22, which were led by Imam Gamal Fouda of Masjid Al Noor of Christchurch. Then on August 25 (above picture), Canterbury Muslimah Network, Islamfirstkids, Canterbury Muslim Community Trust (CMCT), and Nawawi Centre, came together to organise an Eid Kidsfest. It was a cultural food galore, with fun games, onstage performances, and various activities for kids. (picture courtesy: CMCT)



NZ Palestine Solidarity Network (www.kiaoragaza.net), Syrian Relief (www.syrianrelief.co.nz), and Refugees as Survivors New Zealand Trust (www.rasnz.co.nz), were also part of the Eid celebrations in Auckland on August 22



Fund-raising for Northland Islamic Centre

The Muslim community in Whangarei and Northland is currently raising funds to purchase a property for a permanent Masjid located in Whangarei. More details at www.fianz.com/whangarei-masjid-islamic-centre

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Christchurch reinstated as refugee settlement location

Immigration Minister Iain Lees-Galloway has announced that Christchurch will once again be a settlement location for refugees, with the first group of around 20 Afghan and Eritrean quota refugees expected to be settled in the Garden City in March 2019.

Except for a limited number of family-linked cases, the settlement of Quota refugees in Christchurch was suspended following the September 2010 earthquake, due to the impact on services such as health and housing.

"The plan is for around 60 Quota refugees to be settled in Christchurch in the 2018/19 financial year. The groups initially being settled in Christchurch align with support from the former refugee communities already in the city. Prior to the first group being settled, service providers, City Council and local communities will have the opportunity to participate in training to further develop their capacity to support refugee settlement," said the minister.

Notably, quota refugees are given permanent residence on arrival in New Zealand and spend their first six weeks at the Mangere Refugee Resettlement Centre. While there, they complete a reception programme to support living and working in New Zealand and English language. They also complete medical and mental health assessments.

There are currently seven settlement locations in New Zealand where quota refugees are settled: Auckland region, Hamilton, Palmerston North, Wellington region, Nelson, Dunedin and Invercargill.

New Zealand Red Cross is contracted by INZ to provide settlement support in the community over the first 12 months. This includes an orientation programme and connecting refugees to services they require such as doctor's appointments, English language, education and employment. ■

Country gets new service chiefs - for Army, Navy and Air Force

Defence Minister Ron Mark has announced the appointment of new Service Chiefs for the Navy, Army and Air Force after the completion of a recruitment process led by the State Services Commission.

"I'm delighted to announce that following approval by Cabinet, Commodore David Proctor, Brigadier John Boswell and Air Commodore Andrew Clark have been appointed by the Governor-General to lead their respective Services," said the minister.

Commodore David Proctor has been appointed to the position of Chief of Navy, for a term of three years from 1 December 2018 to 30 November 2021, and will be promoted to the rank of Rear Admiral. Brigadier John Boswell DSD has been appointed to the position of Chief of Army, for a term of three years from 10 September 2018 to 9 September 2021, and will be promoted to the rank of Major General. Air Commodore Andrew Clark has been appointed to the position of Chief of Air Force, for a term of three years from 10 September 2018 to 9 September 2021, and will be promoted to the rank of Air Vice-Marshal.

The minister also congratulated the outgoing Chief of Air Force, Air Vice-Marshal Tony Davies, whose appointment to the role of Vice Chief of Defence Force was announced earlier in the year.

"In a wider sense, the appointment of three new Service Chiefs at the same time will lead to a refresh of Defence Force leadership at all levels. This is an exciting prospect, with a lot of impressive leaders coming up through the ranks. In particular, I will be watching for a lift in leadership opportunities for women throughout the organisation, increasing the chance that in the not too distant future the Government has the opportunity to appoint the first ever female Service Chief," concluded Mark. ■

No need for travel departure cards from November

That last-minute burden of filling out a departure card before taking flight for overseas will be a thing of the past come November, when travellers will no longer need to complete the bothersome documents, announced Immigration Minister Iain-Lees Galloway and Customs Minister Meka Whaitiri.

"This will improve the experience of all travellers departing New Zealand, enabling a faster and smoother process ahead of the busy holiday period," noted Lees-Galloway.

"It will also save more than 100,000 hours of time currently spent by travellers completing more than 6.5 million departure cards per year. The removal of departure cards will align with international best practice. Few other countries have departure cards with the level of detail required by the New Zealand one. This also brings us closer to seamless travel between Australia and New Zealand for the benefit of Trans-Tasman travellers and businesses. Travellers will be able to travel departure card-free on both sides of the Tasman. Australia removed their departure card last year."

"Information captured by the departure cards is now mainly used for statistical purposes. Stats NZ has developed an alternative way to produce migration and tourism statistics, based on actual movements rather than passengers' stated intentions on the departure cards," added Whaitiri.

The New Zealand Customs Service will advise passengers of the exact date when these changes will take place closer to the time. ■

Gandhi Nivas gets \$1.7m for family violence intervention

Originally set up to address the problem of family harm in the Indian community but now helping people of all ethnicities, Gandhi Nivas has got a further \$1.7m from ACC - over the next three years - to support its expansion. It is an early intervention service that provides emergency accommodation and counselling for perpetrators of family violence.

The first house opened in 2014 in Otahuhu and a second house in Te Atatu in March 2018. A third house is due to be officially opened in Papakura in September 2018. In 2018, Gandhi Nivas received 190 referrals in the first half of the year. Gandhi Nivas received 414 clients in 2017, an annual increase of 75.4 per cent. One year after the opening of Gandhi Nivas in Otahuhu, a study by Massey University's School of Psychology has found a 43.75 per cent drop in the number of men offending after intervention, and a 57.6 per cent decrease in the frequency of re-offending, after intervention.

"ACC invested \$1.32 million in the Gandhi Nivas service in December 2016 to enable a full wrap-around service around the perpetrator, victim and family. Gandhi Nivas' early intervention approach to family violence aligns to ACC's violence prevention strategy to reduce harm caused by violence at home. The funding will support the launch of a second service in Waitemata to provide wrap-around services to help people who commit family violence," said the Minister for ACC Iain Lees-Galloway.

Notably in July this year, ACC has partnered with Pasifika experts Le Va on a \$5.9 million, five-year campaign called Atu-Mai, to help eliminate family and sexual violence, and suicidal behaviour among Pasifika young people in New Zealand. "Pasifika young people are three times more likely to be exposed to family violence, and they have higher rates of assault claims lodged with ACC. The Atu-Mai programme launched on July 4, has been designed by Pasifika not for profit organisation Le Va to help break down the barriers to positive behavioural change," Lees-Galloway had said then. ■



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Challenge to businesses to employ more refugees

New Zealand's untapped talent pool



Philippe Legrain Parliamentary Breakfast - Tayo Agunleijika (Multicultural NZ), Rochelle Stewart-Allen (HOST International), Lexy Seedhouse (ChangeMakers Refugee Forum), Hannah Northover (NZ Human Rights Commission), Anneliese Boston (NZ Human Rights Commission), Rakesh Naidoo (NZ Human Rights Commission) (picture courtesy: Nando Azevedo Photography)

A visiting British economist has laid down a wero for New Zealand employers to overcome their psychological hurdles and employ more refugees.

Philippe Legrain, author of the book *Immigrants: Why Your Country Needs Them* as well as articles for *The Guardian* and *The Wall Street Journal*, was the key note speaker at a Breakfast held last week at Parliament hosted by the Hon Grant Robertson in association with HOST International, Multicultural New Zealand, ChangeMakers Refugee Forum and the Human Rights Commission.

“Employing refugees isn’t just a good thing to do - it’s also good for business,” said Legrain.

While taking the step to employ a refugee creates a lot of goodwill with staff and customers, there is also very strong business case that makes the proposition compelling.

“International evidence shows that refugees are generally very hardworking, loyal and can help create linkages to new domestic and international markets,” he added.

One of the biggest risks businesses have to manage is retaining good staff. Refugees make excellent loyal employees who generally stay for an extended period once they’re given a chance at employment.

Refugees also help create a diverse workforce which is shown to be beneficial to business productivity. Research shows, for example, that companies with a high ethnically diverse workforce are 35 percent more likely to have larger than average financial returns. Diversity in the workplace brings innovation and innovation begets business success.

“The migrant and refugee communities are not asking for charity,” said Pancha Narayanan, National President of Multicultural New Zealand who helped emcee the breakfast, “New Zealand employers must put aside any preconceived misconceptions about refugees and migrants and look at the facts. If they do, they won’t just be helping someone in need - they’ll also be helping their own bottom lines.” ■

- by Multicultural New Zealand

"...for every \$1 spent welcoming refugees, an expected \$2 return will be achieved in five years..."

In New Zealand, we have a long list of skill shortages that need to be filled to ensure we’re meeting the needs of our growing population.

We need more farmers (beef and dairy), arborists and market gardeners. We need construction managers, university lecturers, mechanical engineers, midwives and nurses. We need bakers, builders, bricklayers, carpenters, joiners, mechanics and aged care workers.

As Immigration NZ says, some skills are in chronically short supply.

When I read these lists I immediately think about the number of resettled Kiwis living in New Zealand who I have personally met who have these skills from their home countries. Some have years of experience and high levels of expertise.

And yet very few, if any at all, are working in their chosen professions. Instead many are unemployed - or under-employed - as cleaners, Uber drivers, teacher aides. How many taxi drivers have you met with PhDs?

There is something fundamentally wrong when 30% of the people we welcome to New Zealand as refugees have professional skills and qualifications, have permanent residency and full work rights, and yet are unable to find suitable work.

Over the past 10 years we’ve welcomed 7,500 refugees, which means about 2,250 have tertiary credentials. These figures don’t include those who have gone on to gain New Zealand qualifications.

Yes, these newly resettled Kiwis may look different or sound different yet fundamentally they share the same desires we all have for a stable, peace life for themselves and their families.

In the first week of August, HOST International welcomed acclaimed thinker and writer Philippe Legrain to New Zealand. Philippe, a Senior Visiting Fellow from the London

School of Economics, presented his research which shows for every \$1 spent welcoming refugees, an expected \$2 return will be achieved in five years.

Philippe had a special message for employers: “By all means help refugees as part of your social responsibility, but also employ refugees because it’s good for your business. They’re likely to be hard-working, highly motivated workers and you will benefit from it.”

At HOST International, we’re rapidly adding skilled former refugees to our Refugee Talent online job platform so we can connect them with New Zealand employers looking to fill roles. This will also provide a level of visibility about what type of expertise is already available here.

I’d like to offer you a challenge. What can you personally do to help someone from a refugee background find suitable employment?

You can ask your company if they’ve considered employing candidates from a refugee background, particularly if you have skill shortages. You can offer a resettled Kiwi a paid internship, so they can gain their first NZ experience. You can get alongside people in your community or business, introduce them to your networks, take them to networking events, help them integrate and learn from those in their industries.

Let’s work together to bring this untapped talent pool into the light. Let’s bring their international expertise, multi-lingual skills and innovative perspective into our workplaces. These are core skills our organisations need in the global marketplace. It’s time we welcome diversity into the room. ■

- by Rochelle Stewart-Allen, who is New Zealand Manager for HOST International, a non-profit that exists to make life better for displaced people, refugees and the communities that host them on their journey. We do this by fostering humanity, hope and dignity for all people.

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Time: 10:00am to 2:30pm
At: Eden/Albert CAB at St Lukes
Coaching: 23 September to 12 October 2018

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At: Akozone (1st Floor), Auckland Central Library
Coaching: 1 October to 19 October 2018

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Selwyn launches its Welcoming Communities plan for newcomers and migrants



Audrey Tan, member of Christchurch Multicultural Council, with Selwyn Mayor Sam Broughton, at the launch (picture courtesy: Audrey Tan)

On August 24, the Selwyn District Council, under the leadership of Mayor Sam Broughton, launched the Immigration NZ initiated Welcoming Communities plan. This is significant as the Selwyn district has been experiencing extraordinary population growth for several years. This was accelerated by the Canterbury earthquakes, with people moving from Christchurch, along with people arriving from overseas to live in Selwyn and contribute to the Christchurch rebuild. The Selwyn population in 2000 was 27,600 and is now predicted to grow to over 79,000 by 2028.

Taking this into account, in November 2015, Selwyn District Council adopted its Newcomers and Migrants Strategy after undertaking research and working with a mix of key local community groups and agencies. The Strategy sets the direction and aims to address the needs of people new to the district so that they can settle well and call Selwyn their home.

Then in 2017, the Selwyn and Ashburton District Councils were chosen to take part in a two year pilot programme call Welcoming Communities. The programme is an initiative of Immigration New Zealand involving nine local councils in five regions across New Zealand. While previous settlement initiatives have focused primarily on supporting newcomers, this new approach creates bridges between the members of the receiving community and newcomers.

One part of the programme is for each council and community to produce a Welcoming Plan that outlines what action is needed to meet the Welcoming Communities Standard, a benchmark for what a successful welcoming community looks like. The Selwyn Welcoming Plan should be read alongside the Strategy document.

Some of the cornerstone newcomer and migrant programmes that council have launched as part of the Newcomers and Migrants Strategy and Welcoming Plan include Meet your Street, Everything Selwyn, Show me Selwyn, and Culture Fest.

Other councils and communities involved in the Welcoming Communities initiative are: Tauranga/Western Bay of Plenty (Tauranga City Council and Western Bay of Plenty District Council); Southland (Gore District Council, Invercargill City Council and Southland District Council - coordinated through Venture Southland); Whanganui (Whanganui District Council); and Palmerston North (Palmerston North City Council) ■

- courtesy Selwyn District Council

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IA ORANA ASALAAMI ALEKUM KAI ORA NAMAATI ALOHA GROETEN GREETINGS SHAUON WELKOM SELAMUDATANG
NI HAO MA TALOFA LAVA ANYYONG SLAINTE OBRO DOSAL SAWA SDEE OLA SAWADI

Auckland Multicultural Society Inc.
Established in 1978

THE MISSION STATEMENT
shall be as follows:

To work together to promote educational and social activities as a means of increasing understanding between cultures and strengthening New Zealand society.

GOALS
The goals of the Society shall be

To foster awareness of each culture and communication between members of the Society.

To experience and learn from the customs, traditions and ways of life of the ethnic groups represented in the Society as well as the wider community.

To achieve through educational and community projects deeper understanding and appreciation of different culture.

To publicise and promote the Multicultural goals and work of the Society as a means towards achieving unity in New Zealand

Visit our website: www.aucklandmulticulturalsociety.org.nz

Kiwi-Pakistanis celebrate
Independence Day in big numbers



Celebrations by
PANZ in Auckland
on August 19 (all
pictures courtesy
PANZ)

Kiwi-Pakistanis all across the country came together last week to celebrate the country's Independence Day, which falls on August 14, every year.

The celebrations kicked off in Auckland on August 19, with the Pakistan Association of New Zealand (PANZ), organising a day-long event at the King's College in Otahuhu. There were cultural stalls showcasing Pakistani culture, and few cultural performances including the *bhangra*.

Ali Ather, President of PANZ, informed, "Almost 2,000 people from across the wider community attended our event, which is our biggest annual celebration. Among the dignitaries present at the event, notables were MPs Deborah Russell, Kanwaljit Singh Bakshi, and Michael Wood. Our chief guest was Syed Moazzam Hussain Shah, Acting High Commissioner of Pakistan to New Zealand."

Overall, there are almost 10,000 Pakistanis living in New Zealand right now, out of which 6,000 reside in Auckland, he added.

Informing about the year-round activities of PANZ, Ather said, "We run - student support groups, open networking sessions, free legal and career advise clinics, as well as women engagement programmes. Besides, we also organise various sports tournaments for our members including cricket, table tennis, pool, and badminton."

Similar such celebrations took place in Christchurch as well, on August 25, where almost 200 people gathered to celebrate Pakistan's Independence Day as well as Eid'ul Adha together. It was organised by the Pakistani Association of Canterbury (PACNZ). Kalim Ullah, a member, noted, "We said Eid prayers together, followed by children performing a skit depicting our fight against the British rule, with the evening ending with a lavish Pakistani dinner."

"Our next event will be a squash tournament among our members, which is a very popular sport in Pakistan," he concluded. ■



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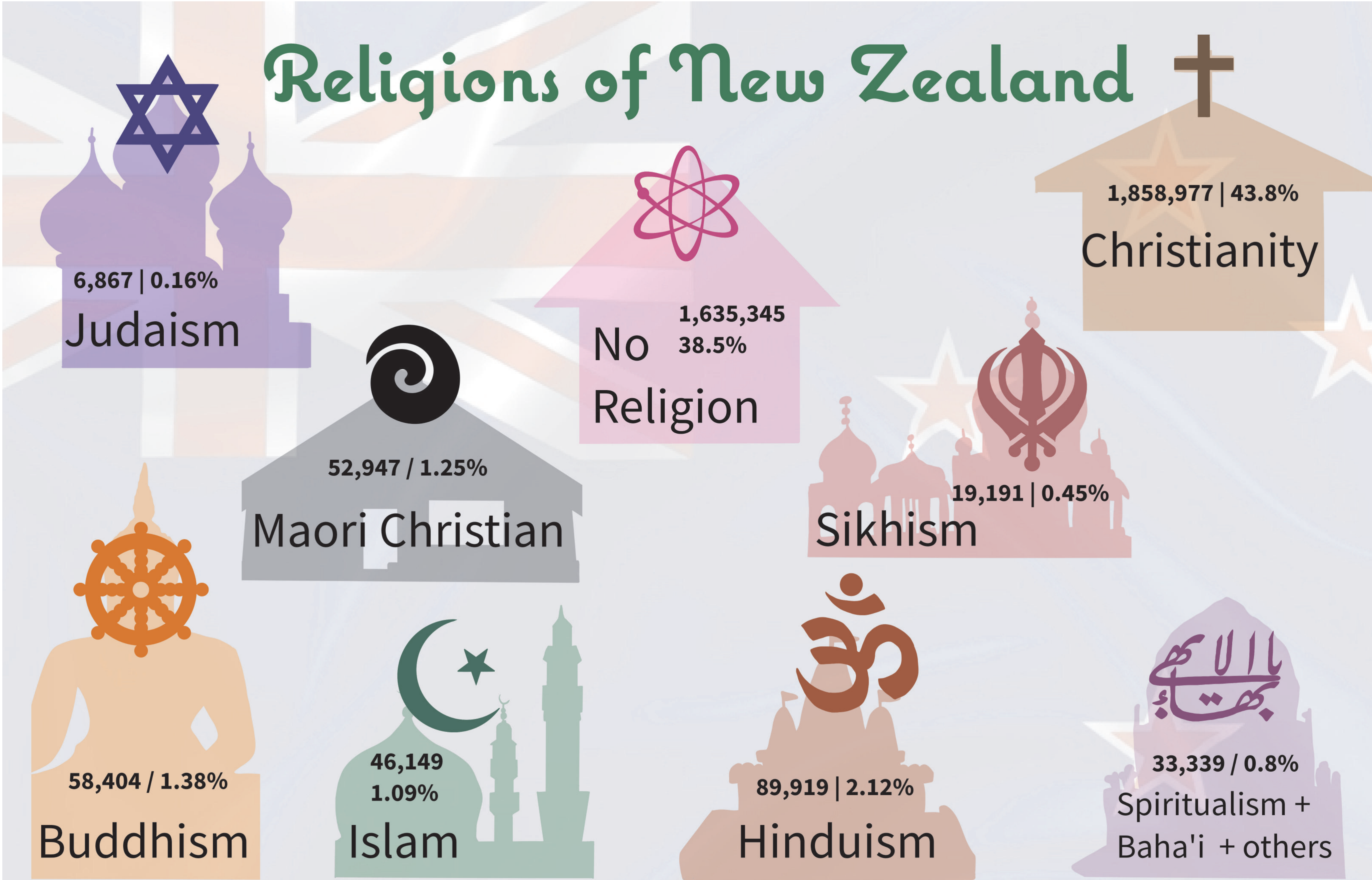
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All the above data is from Census 2013. All religious symbols used in this illustration are for indicative purposes only and the newspaper unreservedly apologises for any unintentional error in representation.

Analysis of the rampant growth of Auckland’s hotel industry

2017 was easily the busiest for New Zealand hotel industry, with the occupancy rate touching 70 percent. This rate is used by Statistics New Zealand to understand how difficult it is to book a room in the country. But with the America’s Cup scheduled for 2021, there is a growing concern of hotel rooms shortage hitting Auckland very soon, as pointed in a recent report by the global commercial property research institute CBRC. Though, it adds, this shortfall can be compensated by other commercial accommodations such as bed and breakfasts, serviced apartments, and motels.

Chinese investors are in the game
Realising the above, and backed by their capital reserves, Chinese investors have increased their investments in bed and breakfast like Airbnb and hotels in the hope of filling this gap in Auckland.

In fact, an anonymous commercial property sales manager told *Yiju New Zealand* that there are many more Chinese investors seeking opportunities to invest in New Zealand hotels.

The popularity of hotel investment is better reflected by the increased number of newly built hotels in Auckland.

To add to it, many Chinese developers are also altering their projects, originally designed for office building and apartments, to hotels now. An example is the Shanghai Shundi Group, which switched one of its projects at Auckland downtown from an office building to a hotel.

Some other residential developers have turn to building hotels, after running into obstacles in developing apartments.

According to Statistics New Zealand, building consents for new hotels in 2017, were worth \$457,353,811, in the country. Hotels in Auckland, Wellington, Christchurch, and the Queenstown-Lakes district have contributed to this increase.

But importantly, the rampant growth in hotel development does not mean we can ignore the fragility of capital chain, the loss of control of development process, and inconsideration of risks.

One anonymous interviewee, who is in close contact with hotel investors, told *Yiju New Zealand* that some primary developers intend to re-sell

the land once they obtain the consent for hotels.

And unfortunately, the developers taking over the deal then, will not have the relevant experience and funds to build a new hotel, putting the entire project at risk.

In recent years, Chinese investors facing constraints of foreign exchange control, have abandoned some projects that were almost finished. *Yiju New Zealand* learnt that the schematic design of a hotel around the airport was done in 2015, yet it was abandoned due to insufficient fund.

Hotel development is complex
OZAC Architects, an architectural practice, has eight design projects related to tourism property. Tom Jing, Managing Director of OZAC Architects and registered architect, told *Yiju New Zealand* that Chinese developers have increasingly shown interest in tourism properties in terms of business volume. Since the launch of the Auckland Unitary Plan, there are numerous projects under planning or construction. The most iconic one is Park Hyatt - the five-star hotel built by Chinese developer Fuwah Group, located at the heart of Auckland.

Developers with abundant capital and extensive experience also face unexpected challenges in New Zealand, including over-expenditures, construction delays, and constraints of recruiting tradespeople overseas.

Yiju New Zealand has learnt from a mortgage manager that the application of commercial loan for the operation of a hotel was declined since the construction phase was way over budget.

Jing also pointed out that the development of tourism property is different from residential development, and can easily get out of control for inexperienced developers; especially for Chinese developers lacking comprehension of local sectors. For instance, they are unable to effectively coordinate with consulting firms in the design phase, losing control over budget and progress in the construction phase, and not getting expected return in the operational phase.

Jing suggested that it would be best for the investors, who have long-term plans to operate hotels, to let the hotel

management company guide the architectural design. “Different hotel management companies have different requirement for architectural composition, and their operation management styles and profit models are different as well.”

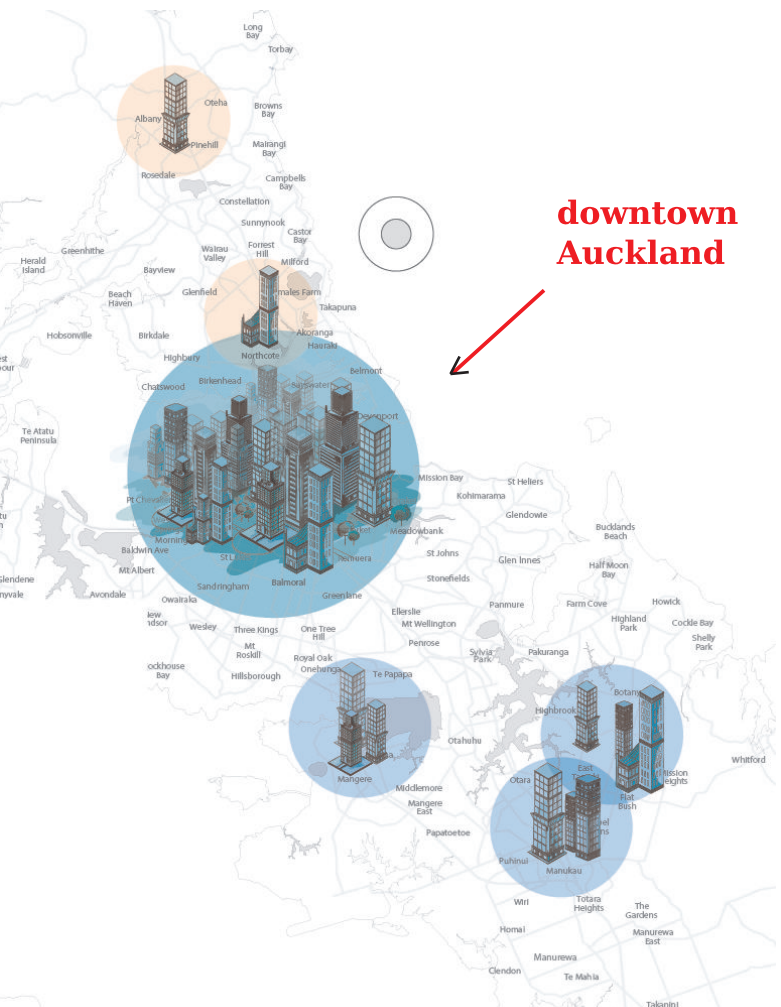
Construction output has direct impact on profit margins, about which developers care the most. Taking hotel as an example, the number of rooms on the same size of land will determine profit of the terminal value of the project. “Unlike China, there is no concept of plot ratio in the building code in New Zealand. Instead, it put limit on the total number of rooms that can be built through the concept of floor area ratio, solar angle, height restriction etc. Thus, there is much flexibility here,” Jing noted.

Aside from output, the key to enhance the value of the project lies in the architectural drawing. Taking Queenstown as example, landscape is its most valuable resource. One of the most important factors whether a project will be successful or not is to maximise the value of the land without increasing building cost through architectural composition and utilization of landforms.

Jing suggested that a project with 1/4 of lake-view houses can be improved to 1/3 through architects’ sophisticated design, which will play significant impact on both the sales revenue and operating income in the future.

The above key points of hotel development, is something OZAC claims to specialise in. Unlike traditional architectural practice in New Zealand, OZAC not only specialise in architectural design itself, but also integrate services including location selection, cost estimation, analysis of return on investment, risk control, and project management.

Recently, OZAC assisted a Chinese investor in purchasing a piece of land in downtown Queenstown that could be developed for hotel. Prior to the auction, OZAC conducted an in-depth study, and determined the guide price of the land based on architectural design and



The above is an indicative map of Auckland, showing the recent hotel developments in and around the CBD.

return on investment. It facilitated the investor to have a clear idea of costs from the beginning, and mitigate the development risk from high land cost.

Ensure cash flow in later stages
But building a fine hotel is only the first step; operation and sustainable development are the essential and most important later stages. In reality, it is not easy for Chinese developers to handle the pressures of heavy investment in the early stage, and moderate returns in the later stage.

Jing adds, “That’s why many developers prefer the more flexible development pattern such as serviced apartments.”

Serviced apartment is a unique investment category. It can be considered as hotel in terms of usage and operation. Nevertheless, its property right is apartment, and its design and construction have to comply with the building code for apartment.

Tom advised that the developer can go with serviced apartment if they have a high need for capital return. They can sell the property right of some apartments for the quick return on capital. The remaining property right can be held for long term for stable cash flow and real estate appreciation, or be put down as collateral to obtain loan from the banks for the development of the next

project. Developers can decide the proportion of selling or holding the property right based on their situations.

In addition, developers need to consider the situation of operating the hotel as a whole in the early stage, and sell by floor or by room in the later stage. If the developer has a clear investment strategy from the very beginning, architects will be able to consider the layout of facilities like pipes and electrical circuit, for the later stage when property rights are sold separately, in their preliminary design.

Taking cash flow into account, construction companies can eventually lease the hotel property right they hold to a hotel management company. On their part, hotel management companies prefer newly built hotels rather than older ones. Lu Zheng, President of Orient Construction, told *Yiju New Zealand* that hotel management companies care more about the quality of the building when choosing a property, especially that leaking is a major concern for older buildings in Auckland. ■

- by *Xiuyue Chen*, first published in the Chinese property magazine *Yiju New Zealand*

Disclosure - *Yiju New Zealand* is owned by Pauline Gao, who also sits on the Advisory Board of Multicultural Times.

Man must pay for former company’s labour exploitation: ERA

A man who liquidated his company after being penalised nearly \$430,000 for exploiting workers, has been made personally liable for the nearly \$120,000 that’s still outstanding. The Employment Relations Authority (ERA) has ‘joined’ Jujhar Singh to his previous company Binde Enterprises Ltd, following a Labour Inspectorate investigation which uncovered nearly \$210,000 in wages owed to 75 migrants working on a vegetable farm in the Bombay Hills.

“This sends a clear message to employers that if minimum employment standards are breached and workers are exploited, closing down the business will not get its owners or directors off the hook,” noted Kevin Finnegan, Labour Inspector Horticulture lead. Singh has three months to pay the full outstanding amount.

This is the latest ERA finding in which the Labour Inspectorate has successfully prosecuted the owners of the registered company responsible for employment breaches. In 2016 the wife of an Auckland fast food business was determined by the ERA to be financially liable for more than \$20,000 in unpaid wages to eight migrant workers. That same month three owners of an Auckland clothing store chain were found personally liable for nearly \$70,000 in arrears owed by their companies to exploited migrant workers.

“We will continue to pursue cases like this, targeting those who might be hiding behind a company name or failure, or closing it down deliberately, to get away with not paying what they owe for their employment breaches. Incidences of migrant exploitation are a

priority for the Labour Inspectorate, as these workers are a particularly vulnerable section of the workforce. They have the same rights as all other workers in New Zealand, however they are often less aware of their rights and entitlements.

The Labour Inspectorate is also calling for all former workers of Binde Enterprises to come forward, as they may have monies owed to them which can be claimed back through these determinations. This can be done by workers phoning the call centre on 0800 20 90 20 with their IRD number and contact details. “We encourages anyone concerned about the employment situation of themselves, or someone they know, to call its contact centre, where their concerns will be handled in a safe environment,” Finnegan concluded. ■

Workplace Policy Builder: new online tool for health and wellbeing policy



A new online resource - Workplace Policy Builder - will enable small businesses to create health and wellbeing policies quickly and easily, through the www.business.govt.nz website. It is part of a suite of free online tools from business.govt.nz that help making running a small business easier for business owners and managers.

“Small businesses who lack in-house expertise can avoid the hassle of drawing up a policy from scratch by using this new online tool. It offers them the assurance that their policies will comply with current law. The online Workplace Policy Builder makes it easy for small businesses to tailor policies to the individual circumstances of their workplaces,” noted Small Business Minister Stuart Nash.

The new policy was developed in association with the Health Promotion Agency, and adds to the existing policies in the Workplace Policy Builder. These include policies for flexible work practices, IT and social media, annual leave and holidays. More policies are in development.

Other tools include the recently launched Choose Business Structure tool and Employment Agreement Builder. An estimated half a million employment agreements have been created based on the Employment Agreement Builder since it launched in April 2016.

More details at <https://wpb.business.govt.nz/workplacepolicybuilder/startscreen/> ■

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- Education & Settlement :** *An Ju Le Ye, Yi Lu Ping An* community safety programmes.
- Asian Community Services:** Asian social services for Korean, Japanese, Vietnamese & others.

B. Social Housing :

In partnership with government, CNSST is building affordable social housing for Asian seniors in the Panmure business centre. CNSST social services team will provide culturally and linguistically appropriate wrap-around services to support the wellbeing of all its elderly residents.

C. Education :

- CNSST Education Institute (NZQA Approved PTE Registration No. 7158):** CNSSTEI provides tertiary education to international and domestic students. We provide NZQA accredited English, Computer, Chinese, English For Migrants and Social Work courses. International students are well supported by CNSST wrap-around social services.
- CNSST MYOB Training Centre (MYOB Approved Partner / NZICA Approved ATO):** Accounting & Taxation; MYOB courses including Beginner's Guide, Payroll Management, Day to Day Processes, End of year reconciliation, Advanced Processing, Business Report & Analysis, Inventory Management.
- CNSST Cultural Learning Centre (6 Branches throughout Auckland):** Cultural learning programmes for children & young adults including Chinese, Art, Maths, Dancing, Keyboard, Chess, English Grammar, Traditional cultural festival celebrations, Senior Craft Centres & School Holiday Programmes.

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Dunedin celebrates its first-ever World Refugee Day

Dunedin Tamil Society (DTS) was formally formed in November 2016, with the aim to cherish, grow and share Tamil language and culture in Dunedin. There are around 100 Tamil families in Dunedin and wider areas, mainly from India, Malaysia, Sri Lanka and Singapore. We also operate a radio show in Tamil at the Otago Access Radio station. We organize about five events every year including Pongal, Tamil New Year, Eid get-together, Deepavali function, and Christmas in the park.

This year, we realized the significance of refugee resettlement in Dunedin, and the connection of Sri Lankan

families who have been dispersed as refugees due to our 30-year-long civil war.

Now that we have a home in New Zealand, we decided to recognize those who have suffered and welcome them to our city, and share the rich culture that Dunedin has got to offer.

There are now about 400 former refugees settled in Dunedin.

Thus, in a first of its kind event in Dunedin, the Dunedin Tamil Society spearheaded a cross-cultural event in conjunction with the Red Cross, Dunedin Multi-Ethnic

Council, New Zealand Police, English Language Partners and Otago Muslim Association, with the primary objective of improving connectedness and networking among our residents that are from diverse backgrounds.

The event was World Refugee Day held on July 1.

It was an amazing evening, and the hall was jam packed. There was standing room only.

While we were expecting 250, almost 550 people came. Most of the former refugees settled in the city came. There were 12 cultural times followed by a

multicultural fashion show. This included performance by a sufi group in the city, Indian, Irish and Chinese dancing, Japanese drumming, and a kapa haka.

Special guests at the event included National MP Michael Woodhouse, Human Rights Commission race relations adviser Rakesh Naidoo, and Dunedin Imam Shaykh Asrarul Haque Obaidullah.



We couldn't have done it without the supporters, sponsors, volunteers and the entire Tamil community of Dunedin. ■

- by Lux Selvanesan,
Dunedin Tamil Society

Fo Guang Shan Buddhist Temple

A multicultural island at the heart of Christchurch, located at 2 Harakeke Street



The Fo Guang Shan Buddhist Temple has been part of the Christchurch landscape for over 25 years. In its current location for the past 10, the temple provides an amazing space where people from every culture come to share experiences, learn new things, and maximise the joy from there life. The building is designed around the Longmen Grottoes in China, a place where there is over 10,000 Buddhist Statues carved throughout an intricate network of caves.

Inside this modern eco friendly building, are three separate operations. Starting with the amazing Water Drop Cafe. The cafe is a unique experience in the Christchurch food landscape, as all the meals are designed from the ground up to be 100 percent vegetarian. The cafe itself is a multicultural hub

were people from all walks of life come to enjoy the food, the coffee and the beautiful ambience. The cafe is a frequent place to visit for many local people, it provides an environment to escape the busy day to day hustle and bustle of the city, relax and unwind and meet old and new friends alike.

Next to the Cafe, there is the inspiring Fo Guang Yuan Art Gallery, a space dedicated to connecting artists with the community. The Art Gallery is a frequent place for people to come and enjoy everything from amazing landscapes through to abstract art, the exhibitions change frequently and the facility has up to 3 or more artists utilising the space at any one time which provides different types of Art to suit any taste, there are frequent artists talks to connect the public with

the artist and discover the journey the artist went through to create each piece.

At the core of the temple is the promotion and action of Humanistic Buddhism. The temple provides its resources, knowledge and wisdom through the books of Venerable Master Hsing Yun, regular Dharma functions, talks from a variety of interesting speakers on a huge amount of topics and actively engages in projects within the community. The centre issues a warm welcome to people from across the world who would like to learn, and actively build a community of mutual understanding and friendship. Fo Guang Shan hopes to harmonise society through our diversity.

- content supplied by Fo Guang Shan Buddhist Temple



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Bringing Cultures Together

Profile: Surinder Tandon, President, Christchurch Multicultural Council

Multicultural Times is a newspaper for the community, by the community, and geared towards the community. That's why we have developed a support matrix around the newspaper, where we are partnering with organisations and individuals, who are the guiding light - the beacon of multiculturalism across New Zealand. These are what we call, Multicultural Times Navigators. And we are glad to announce that Christchurch Multicultural Council (CMC), led by Surinder Tandon, is our first such Navigator. We welcome them, and seek their guidance as we embark on the journey towards an inclusive, diverse, and multicultural Aotearoa.

Interested in being part of the changing media landscape of New Zealand? For details on how we can join hands, please email at eric@multiculturaltimes.news



Team Christchurch Multicultural Council (CMC)

When did you first move to New Zealand? How has been your journey so far?

Tandon: I migrated to New Zealand from Delhi, India in 1988, soon after completing PhD in Textile Engineering from Leeds University, England. I am now a New Zealand citizen. Despite being in full time employment as a professional Textile Scientist, I have been actively involved in the voluntary service work for the well-being of Indian, multi-ethnic and wider communities in Christchurch and neighbouring Selwyn and Waimakariri Districts. I have served the communities in several roles within the Indian community, multicultural and interfaith councils, and Rotary International, and have the "Service above Self" attitude.

I am now working as an international Textile Consultant (Research, Innovation & Commercialisation) after serving as Senior Scientist in Textile Science & Technology Group at AgResearch Ltd, Lincoln, where I had worked for 27 years. (AgResearch acquired WRONZ - Wool Research Organisation of New Zealand in 2007).

I have enjoyed the three decades of my NZ life professionally, socially, culturally and as my own family - wife and NZ-born daughter (27) and son (25). I am pleased that my professional and community services have been valued and recognised by being awarded the Queens's Birthday honour, Member of NZ Order of Merit and the Paul Harris Fellow from Rotary International, in addition to a number of other awards.

When did you first get involved in Multicultural NZ/ Christchurch Multicultural Council (CMC), and in what capacity? Please share your CMC journey so far.

Tandon: After being elected Secretary of Indian Social and Cultural Club (ISCC) when it was established in 1998, and serving for three consecutive

years in this position, I proposed and was appointed to represent ISCC and the Indian community on the Christchurch Multicultural (nee Ethnic) Council in order to promote the Indian culture to the wider community, in addition to supporting the new migrants for their settlement and integration within the wider community.

In the same year 2000, I was elected Vice President of the CMC. I carried on serving in this role until 2009 when I was elected to be the President, the role which I still play passionately. I learnt about, and worked on, the needs, challenges and aspirations of new and settled migrants of diverse ethnic communities. I have seen a huge increase in the ethnic diversity, ethnic groups celebrate their cultures and organise their social activities both as individual groups and jointly as multicultural groups.

As the current president of CMC, please highlight few current initiatives that the organisation has undertaken.

Tandon: CMC is a voluntary organisation and has over forty-five members representing different ethnic community and service groups, working very passionately for the Culturally and Linguistically Diverse (CALD) communities. CMC has been making significant contributions to the post-earthquake recovery and redevelopment in Christchurch and its surrounding areas, through our representation on, for example, the CERA Community Development Forum, Regenerate Christchurch Cathedral Square and Surrounds Reference Group, Civil Defence Emergency Management Advisory Group, and the Christchurch Multicultural Strategy Development Committee.

We have been working pro-actively with the Christchurch City Council on the implementation of the multicultural strategy. In order

to serve the CALD communities better and more efficiently, we have been establishing strong relationship for partnership and collaboration with several local bodies (Christchurch City Council and Selwyn and Waimakariri District Councils) and central government departments, NGOs working for the ethnic sector and the Lincoln Rotary Club. Activities range from multicultural and sports events, capacity building and resource development, input into new policies and services, advocacy role for migrants' smooth and rapid settlement and integration etc.

In your past three decades of working with communities, can you highlight - what has improved, what hasn't, and what needs to?

Tandon: New Zealanders now accept and recognise NZ as a multicultural society where people of diverse cultures and faiths are respected, and are able to celebrate their cultures with one and all. Understanding of different cultures in terms of cultural values and sensitivities is there but needs to improve through greater social inclusion and structured cultural competency education and training particularly for workplaces.

Although organisations such as NZ Human Rights Commission, Office of Ethnic Communities, NZ Immigration Service, Ministry of Social Development, NZ Police, local governments, several NGOs, our umbrella organisation - NZ Federation of Multicultural Councils (Multicultural NZ), CMC and other migrant network groups have been making a very useful contribution to the promotion of harmony among various cultures, to the celebration of cultures, to the settlement and wellbeing of the members of the CALD communities; there is a need for more coordination and support amongst them to be able to achieve more and in time.

We have all seen that over the

"...every council should...develop a multicultural strategy...adopt Welcoming Communities programme of Immigration NZ...identify and adopt more White Ribbon ambassadors..."

last ten years, the social media (e.g. Facebook, and several chat groups) have been very helpful to newcomers and migrants to settle, network and integrate better and faster. There is a need for a multicultural centre for newcomers and settled migrants for them to obtain support, education and training on a range of matters from a single central place.

What are the current issues multicultural communities face in New Zealand? What do you propose various stakeholders (in multicultural space) should do to address these issues?

Tandon: As NZ is now a very multicultural society, we would like to see greater ethnic representation on groups, boards, trusts, state-controlled public boards, local and central governments by electing or appointing qualified and talented ethnic representatives. As pointed out already, there is a continuous need for greater inter-culture awareness through cultural competency education and training. Leadership opportunities need to be available to able migrants at workplaces and other groups requiring active participation in the decision-making process.

In order for NZ to build a strong and vibrant multicultural society in which everyone is able to contribute socially, culturally,

economically and environmentally, we propose that every city and district council in NZ, develop, deploy and implement their respective multicultural strategies with the support of *Tangata Whenua*, ethnic leaders, and key ethnic sector NGOs, like achieved by Christchurch and Selwyn.

CMC also wish the pilot *Welcoming Communities* programme driven by the Immigration NZ is adopted by all the city and district councils in NZ. Migrants are interested in learning and experiencing Te Reo Māori, Māori culture and protocols, and the NZ lifestyle and culture - the *Kiwi*ana. Structured programmes like *Noho Marae* started by MNZ need to be developed and funded to enable the migrants integrate in NZ fully.

Other areas where more coordinated efforts are needed are domestic violence and mental health. Early interception through counselling and education is needed before these get worse. We have already been promoting the White Ribbon campaign for the prevention of violence against women. The task of identifying and appointing more White Ribbon Ambassadors from ethnic communities has begun in order to serve them better as the incidence of domestic violence is on the rise in several ethnic communities. ■

NZ Police leads by example in diversity recruitment

..Auckland to have a new ethnic strategic advisor of inspector level soon..

Consider this: Of the 60 new constables that graduated from the Royal New Zealand Police College last week [from Wing 317], 38 percent are females, 19 officers were born overseas and between them speak around a dozen foreign languages. The youngest recruit is 19 and the oldest is 45. One has the distinction of playing in the Ranfurly Shield-winning Hawke's Bay rugby team, another is a fine musician who has performed with the Christchurch Symphony Orchestra. There are former members of the armed forces and others who have done valuable volunteer work in the Fire Service, Search and Rescue teams, surf lifesaving and for Women's Refuge.

Noting this was Police Minister Stuart Nash, who said, "I am delighted with the talent and diversity of Wing 317. We are fortunate to have new recruits who reflect the diversity and character of the wider New Zealand population."

Meanwhile, the new graduates will be deployed from Northland to Southland, with the largest single allocation of 12 officers going to Canterbury.

"Earlier this week the Commissioner of Police confirmed the allocation of 1800 extra officers. Each graduation ceremony is another step towards that goal. In addition we are funding an extra 485 back office support staff," added the minister.

He was referring to the earlier

announcement by the Commissioner of Police of increased officer numbers of between 13 and 27 percent across twelve policing districts, based on factors like population growth, offending patterns and local priorities for crime prevention.

So Northland will see a massive 25 per cent increase in Police numbers; provincial towns throughout Waikato, Bay of Plenty, Gisborne, Hawkes Bay, Taranaki Whanganui and Manawatu gain between 17 and 27 percent more officers. And 264 new officers will be stationed in rural and urban towns throughout the South Island.

Meanwhile as reported by RadioNZ recently, NZ Police are appointing a new ethnic strategic advisor in Auckland, who will be of inspector level. ■

Police warning of phone scam

Police are warning people to be wary of scammers purporting to be from Spark and/or OFCANZ (Organised and Financial Crime Agency) who are seeking access to victim's computers and bank accounts. "We've been made aware of a recent incident where a person received a call from someone claiming to be from Spark, saying their computer had been accessed illegally or used for criminal purposes," says Detective Sergeant Damian Rapira-Davies, NZ Police Cybercrime Unit. The caller then said they were transferring the person to OFCANZ. The "OFCANZ employee" then gave the person instructions on how to allow them access to their computer and sought access to the person's bank accounts. OFCANZ was renamed and is no longer used within Police.

Police's message on scams like this is simple – do not engage with anyone on the phone if you think you are being scammed – hang up immediately and report the incident. Government agencies will never ask for your information over the phone without stringent verification procedures, and they will never ask for your PIN number or seek to access your computer or bank accounts remotely.

Information on other scams that are currently operating can be found on the Consumer Protection NZ website: <https://www.consumerprotection.govt.nz/general-help/scamwatch>

Consumer Protection NZ, along with Netsafe, also provides helpful advice and information about keeping safe online. ■

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Vietnam Veterans Day marked in Christchurch

New Zealand involvement in Vietnam war started in June 1964, and ended in December 1972. Within a period of eight years a total of 3780 Kiwis were sent to Vietnam. These included infantry, artillery, engineers, the Navy, medical services, nursing sisters, the Air Force, as well as cooks and other support people. New Zealand was one of the seven Allies countries participating in the war in Vietnam. NZ joined the US-led campaign to curb the spread of communism in South East Asia.

On 18 August 1966, D Coy from 6 Battalion Royal Regiment and a Kiwi Forward Observation party attached from 161 Battery encountered and overcame a combined North Vietnamese and Viet Cong force estimated at 1500 - 2000 strong in Long Tan rubber plantation, five kilometres east of Nui Dat, where the ANZAC base was. With artillery support from 161 Battery and two Australian batteries, one US battery, ANZAC force held off repeated attacks. Some 245 bodies of the attackers were found on the battlefield the next day.

This was the fiercest battle in which NZ troops were involved during the Vietnam war in terms of fatalities and casualties. August 18, is now the date that all Australian and Kiwi soldiers honour all who served. A total of 37 kiwis died and 187 were wounded in the Vietnam war.

This years Vietnam Veterans Day was held on Saturday, August 18, in the Papanui RSA club with about fifty members and guests attended. The ceremony started with the parade of Vietnam veterans. The Piper played while representatives of various sections of NZ troops laid the wreaths. This was followed by other participants laying poppies. The bugler played "The Last Post". I gave a speech, presenting the view of a Vietnamese who had lived through Vietnam war

Vietnam war was one of the most controversial wars in recent history. Vietnam war veterans were treated badly after their return home. However from the view point of the Vietnamese people, Kiwi soldiers were sent to Vietnam to carry out their duties. They went through difficult time and risking their

lives like any other soldiers on the front line. They deserved better recognition for their service.

The Vietnamese understood the pain inflicted by the war on the soldiers, their families and friends, since almost every family in Vietnam either lost a father or a son, a relative or a friend in that war. They share the feeling of the pain, sorrow and losses with those affected by the war.

Speaking as a member of the Vietnamese Society of Christchurch, I would like to express my sincere appreciation to those New Zealand servicemen and women for their service in Vietnam during the war. The sacrifice of 37 lives in addition to 187 wounded is not, and will never be forgotten.

According to Stious Rankin, the convener of the ceremony, the Kiwi Contingent is smaller now with the death of Capt. Morrie Stanley. The survivors are Murray Broomhall and Willie Walker. ■

- by Minh Lengoc, The Vietnamese Society of Christchurch



Vietnam veterans in the parade



Peter Skidmore (Medical Services, left) and Stious Rankin (ceremony convener) with Minh

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Always wanted to know more about Dutch culture? This is your chance!

From September to November the Embassy of the Kingdom of the Netherlands organizes a free film festival across New Zealand. The three films that will be screened are *Why We Cycle*, *Tulipani* and *Soof 1*.

The *Why We Cycle* screenings will be opened by drinks and nibbles and followed by an interactive panel discussion with experts from various perspectives. If you are looking for a gripping story against the backdrop of the floodings in 1953, come join the screening of *Tulipani*! The festival's finale is presented with the screening of *Soof*, an entertaining romantic comedy which gives you a taste of the culinary sides of the Netherlands. Details at <https://www.netherlandsworldwide.nl/countries/new-zealand/and-the-netherlands>

Since the opening of TWFF in 2011, we have made steady progress towards 2018 Taiwan Film Festival. In 2018, we are delivering the best movie lineup on a larger scale. It is the most important event of the New Zealand Taiwan film industry.

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Ambassador Gary Jesus Domingo with the Principal and Filipino-Kiwi students of St. Benedict's School, Kandallah, Wellington

I have the great honour and privilege of serving as Philippine Ambassador to New Zealand. My term in Wellington began in April 2016. I have lived most of my life in the foreign service, as a son of a Philippine diplomat, and now as a foreign service officer myself. Having lived in, studied and worked all over the world: in the United States, in Europe, in the Middle East, and Asia – I can say with confidence that Aotearoa – New Zealand is one of the best if not *the* best home for Filipinos and migrants in general overseas.

Everywhere I go, Kiwis have told me of how they appreciate the kindness and hard-working nature of their Filipino workmates, classmates and neighbours. In turn, Filipinos here have

shared with me the wonderful welcome they receive from Kiwis, and how they thrive in this country. Or course there are negative incidents – but these are far fewer in absolute and relative terms as compared to other migrant destination countries.

The success of Filipino-Kiwi youth in New Zealand is striking. In my first year here, I had the privilege of addressing the outstanding graduates of Marcellin College in Auckland. We hit the “Grand Slam” so to speak – the Dux, Head Boy and Head Girl were all Kiwipinos. So, I awarded them trophies in recognition of their wonderful achievements. Then, both to my delight and horror, I learned that there were many such Kiwipinos all over New Zealand winning top honours. The Embassy would soon become bankrupt if we were to award all of them with trophies!

Multicultural New Zealand

- a welcome home for Filipinos and all migrants

The environment of New Zealand clearly allows us to maximize our inherent potential as individuals and families. This is a view shared by practically all the migrant communities I’ve had the chance to meet with.

What are the reasons for the welcoming environment of New Zealand? A key factor is the fundamental principle of *fairness*. American history professor David Hackett Fischer, in his comparative study of the United States and New Zealand titled *Fairness and Freedom*, wrote that fairness is this country’s “central creed” and “guiding ideal.” In the early 19th Century, British Colonial Office head Sir James Stephen decreed, “The two Cardinal points to be kept in view in establishing a regular colony in New Zealand are, first, the protection of the aborigines, and secondly the introduction among the colonists of the principle of self-government, to the utmost extent in which that principle can be reconciled with allegiance to the crown.” This is quite a contrast to the prevailing sentiment among colonial and post-colonial regimes. (source:

<https://www.nzgeo.com/stories/fairness-and-freedom-a-history-of-two-open-societies-new-zealand-and-the-united-states-david-hackett-fischer/>

Indeed, the very spirit of the Treaty of Waitangi framework between the Crown and the Māori people is that it is a treaty between two peoples. This contrasts with many of the settlements between central regimes and indigenous communities wherein they tend to be frameworks of concession or even surrender. In my view, the Waitangi Treaty was to the extent possible under the circumstances of its time – and is - a framework of fairness. Yes, it has its challenges – but it remains a model framework. New Zealand has, through the 20th and 21st centuries, become a beacon of fairness in the world arena. It is the first country to have granted women the right to vote, it is an international leader in disarmament, humanitarianism, climate change and many other important advocacies.

The spirit of fairness also permeates New Zealand’s framework with regard to new

migrants, and its efforts towards their integration into its society. Fairness manifests itself in that New Zealand opts to *integrate* rather than *assimilate* its newcomers – again in contrast to some other migrant destination countries. New Zealand’s supporting governance and social infrastructure for integration is a testament to fairness.

In particular, the country’s national-level Multicultural NZ and local multi-cultural and multi-ethnic councils and newcomers groups provide excellent platforms for representation and dynamic engagement for new migrants and ethnic communities. It is a source of great pride for me to see Filipino-Kiwis playing a leadership role in many of these councils and groups throughout the country. This publication, Multicultural Times, plays an important role as the communications and media platform for New Zealand’s multicultural and migrant communities. For my part I intend to introduce the Multi-Cultural Council concept to the Philippines. Nga Mihi, Maraming Salamat Po! ■ - by Ambassador Gary Domingo

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Saturday
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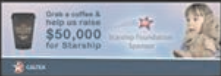
SOULFUL MEMORIES PHOTOGRAPHY
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CHINESE MOON FESTIVAL

23 SEPTEMBER 2018 | 10AM – 5PM



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Orientation

Part of NZ Theatre Month and Q Theatre's MATCHBOX 2018 season

September 5 - 15, Loft at Q Theatre, Auckland

Presented by an all-Asian cast, ORIENTATION offers a challenging, satirical and sometimes grotesque dig at our society's attitudes towards Asian people as lovers, in this work that was shortlisted for the 2018 Adam NZ Play Award.

TANI REGIONAL NETWORK MEETING

WHEN:
Wednesday
19 September 2018
10 AM -12 PM

WHERE:
Western Springs
Garden Community Hall
956 Great North Road, Auckland

PROGRAM:

- **Registration and Welcome**
(tea & coffee available on arrival and registration starts from 9:30am till 10am)
- **Presentation 1: " South Asian Diet Study (SADS): Rationale, Preliminary findings and the Way forward",**
Sherly Parackal PhD, Research Fellow, University of Otago, will present the study findings followed by an open discussion with audience on a way forward to reduce diet related diabetes and heart disease among South Asians of New Zealand.
- **A round of introductions for all**
- **Presentation 2: "Communicable disease among Asians",**
Norberto Richcho, Filipino Community Leader and Lecturer, Unitec, will talk about collated information on Notifiable Diseases of high Incidence among Asians and the role of the public in minimising their emergence.
- **Presentation 3: "Parents of disabled adults for better support",**
Hemant Thakkar, Acting Community Lifestyle Manager, Te Roopu Taurima, will share from his research outcomes about what the parents feel and what sector needs to make positive difference in the lives of some of the most vulnerable people in our society.
- **Update on the community news**
- **Building more Network with Refreshments**

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ETHKICK 2018

SUNDAY 30 SEPTEMBER

TAURANGA BOY'S COLLEGE SPORT FIELD, CAMERON RD.

For registration and more information contact Ann Kerewaro on manager@trmc.co or Ewa Fenn on 0276700700


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A portrait of Nathan Miglani, a man with dark hair and a mustache, wearing a white shirt and a dark plaid blazer. He is looking directly at the camera with a slight smile.

Nathan Miglani

Mortgage Advisor



021 021 20555



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