



# Multicultural Times

- journalism for diversity -

Published every alternate Wednesday

Issue 4, September 12 - September 25, 2018

free Online voluntary payments welcome



Mexico, Chile independence days - pages 4,13



Diversity Works NZ Awards 2018 - page 7



Things you can do to foster Psychological Safety

Workplace psychological safety - page 11 DIVERSITAS

## Is your business adapting to change?

One of the biggest changes that we've seen in New Zealand in the last five years is the demographics of New Zealand. According to Stats NZ, over 500,000 new Kiwis arrived into New Zealand with the intention of staying for 12 months or longer in the last 5 years. That's larger than the size of the Waikato region. With an annual growth rate of 11 percent since 2013, new Kiwis is the fastest growing consumer segment in the history of New Zealand.

With a highly diverse new Kiwis shaping the new face of Aotearoa, Kiwi businesses need to ensure that their brands are adapting to this significant change. Old school thinking when it comes to brand trial is simple and straight forward as a three step process: Awareness - Consideration - Trial.

Yes that may be correct for someone who grows up accustomed to the brand - you've seen the brand, you know what the product does, you know where it fits in your life. Just a simple advertising trigger will nudge the customer to consider purchasing the product.

However, for someone who is new to a country, every brand is foreign in their eyes.

So how can Kiwi brands position itself on the shopping list for the 350 new Kiwis arriving every single day?

### Brand Reach - Get your brand out there.

- How frequent is your brand reaching new Kiwis?
- When is your brand reaching new Kiwis? Before they arrive? Within the first 14 days of their arrival?
- Which KOL is helping your brand to reach new Kiwis?

### Brand Perception - Nurture the right brand persona.

- How is your brand's marketing and sponsorship programme link back to your organisation's purpose?
- Is your brand appearing in the right media to ensure you are building an inclusive personality for your brand?

### Brand Relevance - Update and realign resources.

- Does it make sense to allocate only 3% of marketing budget to target new Kiwis when we know for a fact that 25% of Kiwis are born overseas?
- When was the last time you updated your segment strategy that shows new Kiwis' net fiscal power is up to 15x more than those who are locally born?

### Brand Credibility - Reputation precedes everything.

- How consistently frequent is your brand reaching new Kiwis?
- Is your brand appearing on a media platform that is credible and reputable?
- Is your brand working with trusted professionals who reflect the type of clients that your brand wants to target?

### Brand Consideration - Right Place. Right Time. Right Message.

- 65% of readers said information they get from newspapers is trustworthy, compared to just 33% for online according to "Nielsen: Consumer and Media Insights 2016."
- In addition, there are 3 times more people who trust ads in newspaper than on social media, with only 24% of consumers trust advertising on Facebook according to "Colmar Brunton: Trust, advertising receptivity and engagement 2017."
- Is your brand appearing at the right touch points for new Kiwis?
- How is your brand message cutting through and shining above others?
- Do you know what is your brand consideration score?

Over 300 new Kiwis arrive into New Zealand every day to stay for 12 months or longer.

Is your brand on their shopping list?



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- journalism for diversity -

## Towards a multilingual Aotearoa: National MP Nikki Kaye's second language learning bill

In a big boost to advocates of multilingualism in New Zealand, a private member's bill that will ensure every child in years 1-8 has the opportunity to learn a second language was drawn from the Ballot last week.

It's an initiative of National MP for Auckland Central Nikki Kaye who has released the following statement:

"Speaking more than one language has enormous cognitive, cultural, social and economic benefits. New Zealand is a diverse country where 160 languages are spoken, and it's important that what's being taught in schools reflects that. My Bill would require the Minister of Education to set at least ten national priority languages for schools following public consultation and places a requirement on the Crown to resource teaching these languages in primary and intermediate schools.

It will be up to school boards to decide which of the priority languages will be taught at their school. Every school will be required to deliver at least one second language, but some may choose to offer more than one. The Bill makes it clear that Te Reo Māori and New Zealand Sign Languages will, as the official languages of New Zealand, be on the final list of ten or more priority languages schools can choose from. I'd expect that other languages that would be consulted on would include Mandarin, French, Spanish, Japanese, Korean and potentially Hindi.

There is widespread support for the Bill, with an Asia New Zealand Foundation survey showing 80 per cent of New Zealanders think that school children should learn a language other than English. It has also been great to see a number of language specialists and leaders call on MPs to send the Bill to select committee for wider public debate.

Having the ability to speak a second language can be the difference in children being able to speak with their grandparents or young businesses leaders being able to better connect to markets like China and India. The Bill, with a comprehensive implementation plan, would also see a lot more young New Zealanders speaking Te Reo.

I plan to meet with key political leaders from every Party in Parliament to discuss the Bill and ask for their support. I am optimistic that they will support the Bill because they understand the importance of second language learning. I do not underestimate the investment and careful planning required to deliver this policy. I am keen to work cross-party on an implementation plan, as this initiative will require the support of successive governments." ■



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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.

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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](http://www.eventbrite.co.nz)

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# Feedback on tenancy reforms sought

The public is being asked for feedback on new Government proposals aimed at making life better for renters, Housing and Urban Development Minister Phil Twyford has announced, urging landlords, tenants and other interested people to have their say on the proposals covered in a discussion document on reforming the Residential Tenancies Act released on August 27. The discussion document and a link to an online submission survey are available at [www.mbie.govt.nz/rta-reform](http://www.mbie.govt.nz/rta-reform). Consultation runs for eight weeks and closes at 5pm, on Sunday, October 21, 2018. The discussion document covers proposals on:

- ending no cause tenancy terminations while ensuring landlords can still get rid of rogue tenants
- increasing the amount of notice a landlord must generally give tenants to terminate a tenancy from 42 days to 90 days
- whether changes to fixed-term agreements are justified to improve security of tenure
- limiting rent increases to once a year
- whether there should be limitations on the practice of 'rent bidding'
- whether the general obligations that tenants and landlords have remain fit for purpose
- better equipping tenants and landlords to reach agreement about pets and minor alternations to the home
- whether further controls for boarding houses are needed to provide adequate protection for boarding house tenants
- introducing new tools and processes into the compliance and enforcement system. ■

# Burger King served with a ban on hiring migrants

The company behind 82 Burger King fast food outlets in New Zealand has been placed on the Stand Down list.

Following an Employment Relations Authority Determination, for breaching the Minimum Wage Act, the company behind Burger King in New Zealand, Antares Restaurant Group, is not allowed to request new working visas to hire overseas workers for one year.

The Stand Down table lists employers who have been penalised for breaching minimum employment standards. The table is maintained by the Labour Inspectorate and details employers who have received penalties for breaches of minimum employment standards and the length of their stand down period as set in Appendix 10 of the Immigration New Zealand Operational Manual. A stand-down period commences from when an infringement notice or penalty is issued. The stand down list can be accessed at [www.employment.govt.nz](http://www.employment.govt.nz) ■



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## RMC & NZNN Locations 2018

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



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Katikati  
Western Bay of Plenty  
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Upper Hutt  
Kapiti  
Lower Hutt  
Porirua  
Wellington  
Taranaki/New Plymouth  
Rangitikei/Whanganui  
Manawatu/Palmerston North  
Motueka  
Westport  
Greymouth/Reefton  
Westland  
Picton  
Marlborough  
Nelson/Richmond  
Sumner  
Christchurch  
Aoraki/Timaru  
Waitaki/Oamaru  
Dunedin  
Southland/Invercargill  
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Selwyn  
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Mid Canterbury  
Tekapo  
Cromwell  
Alexandra  
Queenstown  
Chatham Islands

Pathway to Treaty-based Multicultural Aotearoa New Zealand



How Mexicans celebrate their Independence Day in New Zealand?



In conversation with founders and directors Ana Cecilia Mijangos Lara and Luis Cabrera Ortiz of restaurant Besos Latinos. Here they talk about Mexico, their business and how Mexicans celebrate their Independence Day.

Since when are you in New Zealand? And why you decided to leave Mexico?

Everything started when my now husband Chef Luis Cabrera whom I met in Mexico City came back from Sydney. After a year in Mexico he started to have the idea to move overseas again. He left Mexico when he was 17 years old to study the University in Perugia Italy. After that he travel and worked around the globe. He decided to spend a year in Mexico before leaving again to Australia. We met that year and he convince me to take the step. By this time, I was working as a human resources manager in Santander Bank and I wasn't planning to leave my job as I was happy and complete as a professional. What made me take this adventure, was the idea of not doing this before starting a family and regretting it later. I took the plunge and in January 2007, my adventure in New Zealand started on a working holiday visa.

How are you going to celebrate Mexico's Independence Day?

As part of the Mexican Community in Auckland, we always gather to celebrate important dates. Because we know how important is for Latinos to feel a little bit close to home, even if only for a night, as part of a Latin Fiesta, Mariachi Night, Tango or Salsa Night. Every year we dedicate time and investment to organize a good Mexican Fiesta with Live Mariachi Band and traditional food to celebrate Mexican Independence Day. We use this fiesta to gather, celebrate our country, our people and families. Also to open the door to the real Mexico and invite other cultures to join the fiesta. This year our Mariachi Night will be on September 15, and you can check all the details on our Facebook page.

What is the biggest misconception people have about Mexican food in New Zealand?

The biggest misconception is not just in New Zealand. Unfortunately it is all around the world. Here in NZ people are more into Tex-Mex (Burritos, Nachos, Chilli con Carne ) than the real Mexican Food. But I must say that since we opened the Besos Latinos Restaurant in 2010, things have changed a little. At least some people now can see the difference and appreciate the effort we do to make Mexican Food with local ingredients. For example, Mexican Food is soft tacos, no Hard Taco. Mexican Food are Chilaquiles no Nachos. Mexican Food is Alambre, no Chilli con Carne. But we do understand that being so far from Mexico,

people here follow the American version of Mexican food. That's why are here to defend our cuisine and to open a gourmet door not just to Mexico, but also to share recipes from places such as Argentina, Venezuela, Peru, Colombia, Brazil and Chile.

What do you want to teach people about Mexican food?

Tex-Mex is a fusion of Mexican and American cuisine, largely as a result of Tejano culture (Texans of Mexican heritage). It first came into existence when settlers began moving into what is now Texas and encountered Mexican culture. As more Americans settled in the area, Mexican food became more and more popular, and they began adding their own twists (like using ground beef) Mexican cuisine, on the other hand, has been around for thousands of years, beginning with indigenous communities (such as the Mayans and other Mesoamerican groups) bringing their cooking methods together. There are also Spanish, African, and even Asian influences in Mexican cuisine due to colonization.

What is the translation in English of "Besos Latinos" and why you choose that name?

Besos Latinos is the first Gourmet Latin American restaurant in New Zealand. That means we do Latin American food respecting the techniques with professional cooks and Chefs. Besos Latinos means Latin American Kisses. Latinos use the word Kisses to say Bye! See you! Kisses to the Family! It is a very romantic word, and describe very well the experience to eat and receive a culinary kiss. I wanted to kiss everybody with our dishes. That's why Besos Latinos.

Why did you decide to pursue a career in the restaurant business?

My partner is a Chef and I am Business Girl with a HR career. It was meant to be. I have the personality to be around people, host them, organize fiestas, take care of the image, social media, staff etc. and Luis is a crack on what he does not just in the execution of his position as a Chef. He also knows a lot of inventory, taxes, management of food, public relationships and more. We just combine very well.

What's your secret to keeping customers coming in? What have been some of your most successful promotions?

Our secret is to be present and real. People appreciate a business that is well cared for, where you can see the owners connected with the team, you can feel how and where the restaurant soul is. Our Staff is our family. We want to create a good, safe and fun environment for them, respecting them and helping them to enjoy their experiences here in New Zealand. That's our secret.

What community projects are you working on now?

Since we started Besos Latinos Restaurante, we project our business to be as sustainable as possible. I am an animal lover and since the beginning I ensure that our suppliers of meat, chicken and pork were respectful with all the process that involve selling this meat. We have grass feed and free range on our menu. I also have plenty of vegetarian options to balance our culinary offer. Additional to this, I started the NPH Latin American Market with partner and director of NPH New Zealand Loren O Sullivan. This is an organization that help nine countries in Latin America where abandoned, neglected and poor children are taken care of, feeding them and educating them until they go in universities. Our next market is on September 15, at the Mount Eden Memorial Hall, between 3 to 7pm.

What is the commitment of Besos Latinos with the Latin culture in New Zealand?

We have become intentionally almost like an embassy for Latinos in New Zealand. We offer events related to entire Latino culture, and not just Mexican. We have organized things with the Brazilian, Colombian, Argentinian, Peruvian and Mexican communities for years now. We have been visited by national and international television like TV3, Televisa from Mexico, La Latina from Peru, Telemundo and Univision from Miami, ESPN EUA , food bloggers and more. Also, we have hired over 300 Latin Americans since 2010. Some of them getting residencies and citizenships though their job in Besos Latinos. We definitely believe that Besos Latinos have been good for our community and for New Zealanders. We want to change the vision and the stereotypes that Kiwis have of Latin Americans. We are very well educated people, respectful, hard workers, honest and fun! What else you can ask for!

Readers can find Besos Latinos at M16-41 Elliott St, Auckland CBD, NZ (Inside the Elliott Stables)  
[www.besoslatinos.com](http://www.besoslatinos.com)

The Mexican War of Independence (Spanish: Guerra de Independencia de México) was an armed conflict, and the culmination of a political and social process which ended the rule of Spain in 1821 in the territory of New Spain. The war had its antecedent in Napoleon's French invasion of Spain in 1808; it extended from the Cry of Dolores by Father Miguel Hidalgo y Costilla on September 16, 1810, to the entrance of the Army of the Three Guarantees led by Agustín de Iturbide to Mexico City on September 27, 1821. September 16 is celebrated as Mexican Independence Day. (source Wikipedia)



# Proposals to make homes healthier released

Proposals to make rental properties warmer and drier have been released for public consultation, Housing and Urban Development Minister Phil Twyford has announced.Consultation is open for seven weeks with submissions closing at 6pm on Monday, October 22. The document seeks feedback on five healthy homes standards:

Heating - what minimum achievable indoor temperature should heating devices be sized for in rental homes, where should heating be located, should landlords only be required to provide heating devices where portable electric heaters are insufficient and should certain heating devices be not acceptable?  
Insulation - what is an appropriate level of insulation for rental homes and how should the condition of insulation be assessed?  
Ventilation - what is the appropriate level of ventilation to ensure rental homes have adequate airflow in areas of high moisture?  
Moisture ingress and drainage - are existing laws for rental homes sufficient to protect against moisture and inadequate drainage or could regulations better protect against moisture entering the home?  
Draught stopping - what appropriate measures should landlords take to stop draughts in a rental home?  
The discussion document also seeks feedback on the timing and phasing for when landlords must comply with the standards.

More details at [www.mbie.govt.nz/healthy-homes](http://www.mbie.govt.nz/healthy-homes)

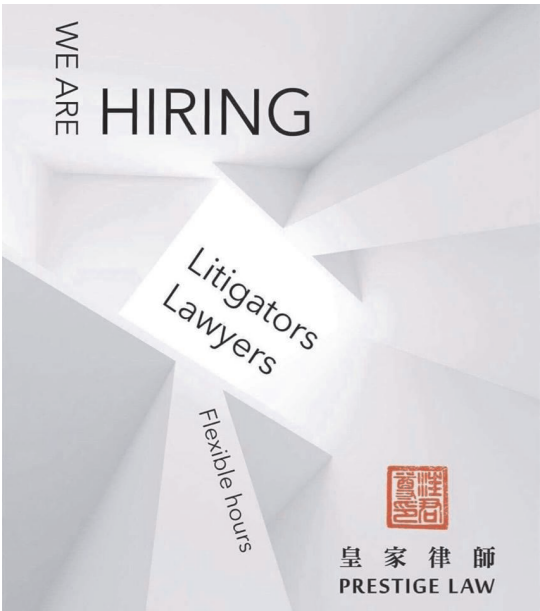
# Ethnic communities to have their say on future of education

Minister for Ethnic Communities and Associate Minister of Education Jenny Salesa is joining ethnic communities at a series of public meetings in Auckland to hear their views on education. As part of the Government’s ongoing Education Conversations | Kōrero Mātauranga initiative, there will be two more sessions across Auckland in Flat Bush (September 14) and North Shore (September 25).The discussions will be facilitated by representatives from the community, the Office of Ethnic Communities and the Ministry of Education. “We are holding these meetings in Auckland because it is New Zealand’s largest and most diverse city. I encourage ethnic communities in other parts of the country to participate through the online survey on the Kōrero Mātauranga website. All data and information from these events, along with feedback from other meetings and the online survey, will be used to inform changes to the educations system,” says Jenny Salesa.

The Education Conversation | Kōrero Mātauranga online survey is open till October 14, 2018.

Dates and locations of meetings:

- September 14 - 5.30-7.30pm, South/East Auckland, Ormiston Junior College, 285 Ormiston Road, Flat Bush
- September 17 - North Shore, Venue TBC

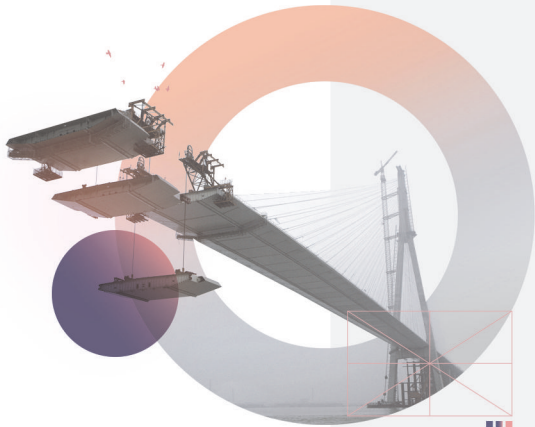


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St John launches mental health first aid

While most New Zealanders are comfortable openly discussing physical health, the stigma of talking about mental health remains. To address that, St John has launched its Mental Health First Aid training course in August, which it says will help reduce that gap. The course is designed for the New Zealand context, drawing on trusted international and local best practice resources and research. Due diligence, peer review and customer scrutiny were followed by a three-month pilot. It provides a basic understanding of the relationship between mental health and disorder, and potential red flags, strategies for managing the initial support of friends, family and colleagues safely, and information on obtaining immediate assistance if necessary. The course is designed to be accessible for everyone and will cater for individuals and groups from early September. About 450 organisations and members of the public have already expressed interest in completing the course. To find out more, visit [www.stjohn.org.nz/MHFA](http://www.stjohn.org.nz/MHFA) ■

SafePlus - free online tool to support better workplace health and safety

New Zealand businesses now have the free online tool 'SafePlus' to help them improve their workplace health and safety, Minister for Workplace Relations and Safety Iain Lees-Galloway has announced. "Every New Zealand worker has the right to return home, to their whanau and friends, in the same health as when they started the day. SafePlus makes it easier for Kiwi businesses to improve their workplace health and safety, and protect their staff. The online tool is mobile-friendly, free to use and designed for small to medium sized businesses." The online tool provides a simple way to engage people from all areas of your business. It asks about three things that really matter for lifting health and safety performance: leadership, worker engagement, risk management. Their anonymous responses are used to create a 'snapshot' of how your people think the business is doing in health and safety - plus recommendations for what to work on first, and advice about how to take action. SafePlus was developed by WorkSafe, ACC and MBIE from international good practice, and is tested with industry in New Zealand. To find out more, visit [www.worksafe.govt.nz/managing-health-and-safety/businesses/safeplus/](http://www.worksafe.govt.nz/managing-health-and-safety/businesses/safeplus/) ■

More diversity in science is needed: Megan Woods

Research, Science and Innovation Minister Megan Woods has launched new measures to increase diversity in New Zealand's science system. The Ministry of Business, Innovation and Employment's new Diversity in Science Statement aims to support a vibrant and successful science and research workforce that is as diverse as New Zealand. This will happen through the way policies are developed, encouraging diversity of people and perspectives as part of scientific process, challenging bias, and ensuring fair and inclusive funding processes. Specifically, it's a commitment to: collect and report on the diversity of science funding applicants; review funding policies and process to understand their impact on inclusion and diversity; ensure a diverse range of people and perspectives in science advisory, assessment and decision making bodies; and showcase researchers from a diverse range of backgrounds and raise awareness of unconscious bias.

This so after MBIE estimates that while female doctoral graduates outnumber male doctoral graduates, women make up just 32% of the scientific workforce. And whilst nearly a quarter of the New Zealand population identifies as Māori it is estimated Māori make up less than 2% of the scientific workforce. ■

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NZ Defence Force takes top diversity award



Winner of Supreme Award - The New Zealand Defence Force (NZDF)

The New Zealand Defence Force (NZDF) initiative to tackle harmful sexual behaviour in the workforce has taken out the top award at the 2018 Diversity Awards NZ. The NZDF has rolled out mandatory Sexual Ethics and Respectful Relating (SERR) training to its 11,000 personnel since June 2017, aiming to create a workforce that is both empowered and prepared to address harmful sexual behaviour.

Diversity Works New Zealand Chief Executive Rachel Hopkins says the programme, which won the Supreme Award, has focused on one of the most topical issues facing workplaces today, creating genuine social change with a simple training strategy delivered to a large workforce in a very short timeframe. “The training covered green behaviour the NZDF wanted to grow, orange behaviour it wanted to confront and talk about, and red behaviour, which was completely unacceptable. It also challenged NZDF’s people not to be bystanders by emphasising that every one of us, as an individual, has the power to prevent harmful sexual behaviour,” she says. “Participants were encouraged to speak to three people about

what they had learned, meaning the initiative has impact and reach throughout the organisation and the community.”

Assistant Chief Defence Human Resources Colonel Karl Cummins told the judges that NZDF is a reflection of society and is not immune to harmful behaviour; historic cases and reviews into NZDF contributed to recognising the need to undertake prevention activity. Judging Convener Neil Porteous says the judges were impressed by the progress made in a short time by an organisation with a hierarchical structure and a traditionally masculine culture. “If an organisation like the military can address this issue in a little over a year, other organisations can certainly change their culture,” he says.

The 2018 Diversity Awards NZ, recognising organisations that champion diversity and inclusion in the workplace, attracted a record 93 entries this year. They were presented at a gala dinner in Auckland this evening, attended by more than 700 business representatives from the public and private sector and the Hon Carmel Sepuloni, Minister for Social Development and Disability Issues. ■

2018 Diversity Awards NZ

- Supreme Award - New Zealand Defence Force
- Empowerment Award - Ministry of Justice
- Tomorrow’s Workforce Award - Fletcher Building
- Skills Highway Award - Griffin's
- Positive Inclusion Award - MidCentral District Health Board
- Cultural Celebration Award joint winner - New Zealand Trade and Enterprise
- Cultural Celebration Award joint winner - Waitemata District Health Board
- Work Life Balance Award - RIVAL Wealth
- Walk the Talk Award Walk the Talk - Sudesh Jhunjhnuwala, Sudima Hotels & Resorts
- Emerging Diversity and Inclusion Award - New Zealand Defence Force

- content courtesy Diversity Works NZ

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# Christchurch Multicultural Strategy completes one year - 'Our Future Together'

**About Christchurch Multicultural Strategy**  
The Christchurch Multicultural Strategy, launched on August 28, last year, is a commitment by the Council to provide a framework and a set of goals and actions to ensure every single person in Christchurch feels a sense of belonging. It will also give everyone in Christchurch an equal opportunity to access the Council's services, information, as well as participating in the decision-making process. This Strategy acknowledges Ngāi Tahu are mana whenua — the indigenous people of our area in Christchurch, and that Te Tiriti o Waitangi is the foundation document of New Zealand.

It recognises that the Council has a leadership role in making Christchurch a city where diversity is welcomed and celebrated. This Strategy outlines what the Council can do in terms of improving service delivery, up-skilling the internal organisation and developing authentic relationships to achieve the outcome of a diverse, inclusive and welcoming city. As such the City Council will: monitor implementation of the Strategy across the Council with the community, and publish an annual Diversity and Inclusion report.

It proposes the following vision for Christchurch:

*Ōtautahi Christchurch: An inclusive multicultural and multilingual city that honours Te Tiriti o Waitangi and values our diversity — a city where all people have a sense of belonging.*

The strategy also seeks three outcomes:

**Ngā Pou Haumarū** – The sheltering mountains – the land. A safe place that people are welcomed into, where each person is cared for and Rangatiratanga is respected.

**Te Wairua Rāhiri** – The welcoming spirit – the home people. A commitment to welcoming all who arrive to Ōtautahi with aroha and manaakitanga. A commitment to reciprocity when given such a welcome.

**Te Waka Eke Noa** – A purpose and model – the canoe we all are part of. An environment we can access where we can achieve common goals and understand the importance of working together.

On August 29, the Christchurch City Council, celebrated the first year anniversary of the launch of Christchurch Multicultural Strategy. Christchurch City Councillor and chair of the Council's multicultural subcommittee, Jimmy Chen, gave the following update on some of the council's achievement in the past year.

- ➔ The Council has developed a four-year implementation plan along with the community to achieve the four main goals. These goals and actions build on the work already undertaken by the community, Council and its partners to celebrate the diversity of all cultures, faiths and ethnicities in this city.
- ➔ The Council has a 'Diversity at Work' policy aimed at creating a workplace that attracts, retains and values employees from a diverse range of backgrounds. Its induction for all new staff includes a one day Diversity@Work workshop.
- ➔ Council has introduced Māori courses across the organization for ALL staff, including Te Reo 101, Māori 101, and Ngāi Tahu 101.
- ➔ A Senior Leaders Forum in 2018 is scheduled to focus on the subject of unconscious bias - what does my headscarf mean to you? Are you biased? Test yourself for hidden bias?
- ➔ Four out of seven community boards in the city have been gifted Māori names:
  - Banks Peninsula - Te Pātaka o Rākaihautū.
  - Spreydon-Cashmere - Waihora
  - Linwood-Central-Heathcote - Waikura
  - Coastal-Burwood - Waitai
- ➔ Christchurch Civil Defence and Emergency Management is developing the Foreign Language Messaging project. The aim is to prepare and record emergency preparedness messages in various languages to be broadcast on community radio networks.
- ➔ Council's Multicultural sub-committee, established as the result of the Multicultural Strategy, is overseeing the implementation of this strategy and provides a platform for communities and sector agencies, council staff and government departments to raise issues of importance. Since its inaugural meeting in May 2017, the Committee has received delegations from over 20 community groups as well as the sector providers.
- ➔ Council invests a significant amount of community, arts and heritage grant funding and staff time supporting the city to showcase its ethnic and cultural diversity. This includes our regular iconic events such as Diwali, Holi, the Lantern Festival, Japan Day, Philippines Day, Drums of Africa, Korean Day and Culture Galore.
- ➔ We have worked hard with the Central Government to reinstate Christchurch as a refugee settlement centre - put on hold after the Canterbury Earthquakes eight years ago. And now, we are looking forward to welcoming refugees back to our city next year.
- ➔ The Council is currently reviewing its International Relations, Heritage, Events and Arts policies; and welcoming more diverse range of views. For instance, about 75 ethnic community leaders recently participated in the council's draft Heritage Consultation workshop.



Some snaps from the anniversary celebrations.

(Above) Christchurch Mayor Lianne Dalziel, with New Zealand Federation of Multicultural Councils (MNZ) president Pancha Narayanan. MNZ presented two awards during the evening.


The Mayor received the Distinguished Service Award for significant contribution in making visible and valuable difference to the multicultural community of Aotearoa New Zealand.

Then Councillor Jimmy Chen received the Community Service Excellence Award (presented by Surinder Tandon, President, Christchurch Multicultural Council), which was given to the Christchurch City Council in recognition of the City Council's leadership in establishing the first multicultural strategy in New Zealand.





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# Wellington City Council becomes the country's largest accredited Living Wage employer - and the first council to achieve the mark

Wellington City Council is celebrating becoming the country's largest accredited Living Wage employer - and the first council to achieve the mark. With this, the Council had joined the list of more than 100 accredited Living Wage employers. The City Council employs more than 1600 people, making it a bigger Living Wage employer than Auckland lines company Vector and the Bay of Plenty's Tuarōpaki Trust. Accreditation was achieved once directly employed staff were moved to the wage and commitments were in place for contractors to also move to it.

Around 450 Council staff are now on the Living Wage of \$20.55 an hour, \$4.05 more than the minimum wage set by the Government.

"This has been a four-year project for Council and we actually got there about 18 months ahead of schedule," says Wellington Mayor Justin Lester.

"Research from around the world shows that paying a Living Wage brings benefits to employers, to staff and also to the wider community. This was the right thing to do to make Wellington a more inclusive city. When I talk with our cleaners and security staff, many of whom work six days a week to make ends meet, they tell me the better wages make a big difference in their and their families' lives. I know a lot of other local authorities are also taking steps towards becoming Living Wage councils, which is great for all of New Zealand."

The Council has now joined the ranks of local living wage employers such as Pivotal Thames, The Rogue & Vagabond, Fix & Fogg and Berl.

Councillor Fleur Fitzsimons, who holds the City Council's Living Wage portfolio, says feedback from the community had been good.

"It is a measure of our commitment to supporting responsible employment and fair remuneration in the best interests of the city and its residents. The idea of the Living Wage is that it provides the worker a wage that will pay for the necessities of life and enables them to participate as an active citizen in the community and give them dignity. We want Wellington to be an inclusive city and that means everyone taking part as much as they can. A society where some cannot afford to be part of the community is not the kind of city we want to be."

In 2013, the Council voted in principle to become a Living Wage council after a request from a community delegation from Living Wage Wellington. It has been extensively consulted with the community and was most recently included in the 2018 Long-Term Plan. Wellingtonians have supported the City Council at every step in their path to becoming New Zealand's first Living Wage city. As part of its 10-Year Plan, the Council has budgeted \$3.4 million per year for 10 years to implement the Living Wage over time. This includes costs for Council, CCO and core contractors. ■

- content courtesy Wellington City Council

## Waitakere needs Ethnic Wardens



Waitakere Police is looking for enthusiastic, energetic and community oriented volunteers who speak a language other than English, to be part of a very rewarding community patrol group in the New Lynn business area.

The role is similar to that of Māori or Pacific Island wardens. This is an opportunity to work along side your local Police (Community Liaison Officer) and community to create a safe environment. The groups patrol New Lynn and Henderson areas (you do not have to do both).

There are no fixed courses, and you are not locked in to fixed times. We are a fun group of people. We give support, guidance and safety services where needed. You will have to pass a credit and police check. You will not fail on a speeding ticket as no driving is involved.

If there is anyone who would like to join us please contact Mandeep Kaur, Community Liaison, Waitakere Ethnic Wardens, Henderson Police. She is first Sikh police woman in New Zealand. A nice friendly lady, left in photo.

Email: [Mandeep.Kaur@police.govt.nz](mailto:Mandeep.Kaur@police.govt.nz)

[www.facebook.com/WaitakereEthnicWardens/](https://www.facebook.com/WaitakereEthnicWardens/)

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Parliamentary Under-Secretary to  
the Minister of Ethnic Communities

**Professor Edwina Pio**  
Professor & Director of Diversity AUT

**Dr Rob Kilpatrick**  
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At: Eden/Albert CAB at St Lukes

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# How safe is your workplace?

In answering this question, you may be tempted to think about tripping hazards, workplace accidents or health and safety standards. But how often do you think about psychological safety? Psychological safety relates to the organisational or team climate and how safe people feel in speaking up and bringing a different perspective into the discussion.

According to Edmundson (2015) a psychologically safe team is one in which the members feel that the environment supports interpersonal risk-taking – the kind of risk we feel when we have an idea or thought that is not necessarily shared by others and we are contemplating speaking up.

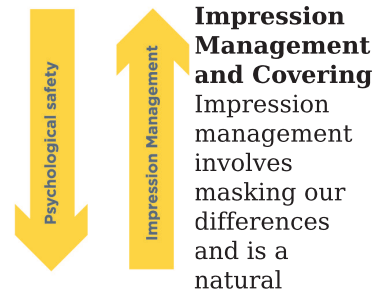
We can all relate to this. Most of us remember a time when our outspokenness got us into trouble and other times where we were invited to speak up without ridicule and the positive impact of this experience. Besides supporting a pleasant work experience, there is a hard business case for psychological safety too. Research shows that innovation sky rockets with psychological safety because

when we feel safe, we are much more inclined to share innovative and novel information, challenge the ideas of others and invite and offer diversity of thought. Unsurprisingly, psychological safety has also been linked to improved judgement and decision making.

In fact, in a 2015 study conducted by Google, psychological safety was found to be more predictive of team performance than the capabilities of individual team members.

What's more, individuals in psychologically safe teams were found to be less likely to want to leave the organisation, likely to bring in more revenue and rated as effective twice as often by executives. So, as a leader, how would you know if your team felt psychologically safe? Consider how often your team members speak up and how controversial (or not) their perspectives are. If your team are uncomfortable expressing divergent views and prefer to keep their thoughts and feelings private, you may have some work to do around psychological safety. Another good indicator is the level of openness or honesty amongst team members. Team members who feel unsafe with

each other generally engage in a high level of impression management.



response to our need to be safe, belong and maintain our self-esteem and connection with others. A unique form of impression management often engaged in by out-groups has been identified by Professor Kenji Yoshino from New York University, who explores the concept of “covering”.

Covering is the active masking of differences by team members to try to ‘fit in’ and has a significant impact on engagement, self-confidence, commitment, advancement and tenure.

Google’s 2015 study ‘Project Aristotle’ found that individuals who engage in covering are:  
• 16% less committed to the organisation  
• 15% less likely to perceive having opportunities to advance

- 27% more likely to have considered leaving the organisation in the past twelve months
- In addition, those who cover have a 14% lower sense of belonging to the organisation.

## Building Psychological safety

So, what can you do as a leader to begin to foster psychological safety?

It can feel quite daunting once you realise that your team is not as psychologically safe as you would like. You may have a sense of the enormity of the task ahead of you. However, the best way to establish psychological safety is to start small.

Begin by identifying opportunities to invite your team to challenge one another or contribute a new idea. Invite a team member to contribute or weigh in with their expertise and be prepared for the contributions of others to challenge your own thinking as a leader.

Rewarding the behaviours you are trying to encourage is also important. For instance, acknowledging and



appreciating a team member who takes interpersonal risk by, for example, offering a new idea, admitting an error, asking a question etc. is a powerful way of leading by example and fostering similar behaviours in others. This is especially important in diverse teams, where members may not share similar assumptions and experiences.

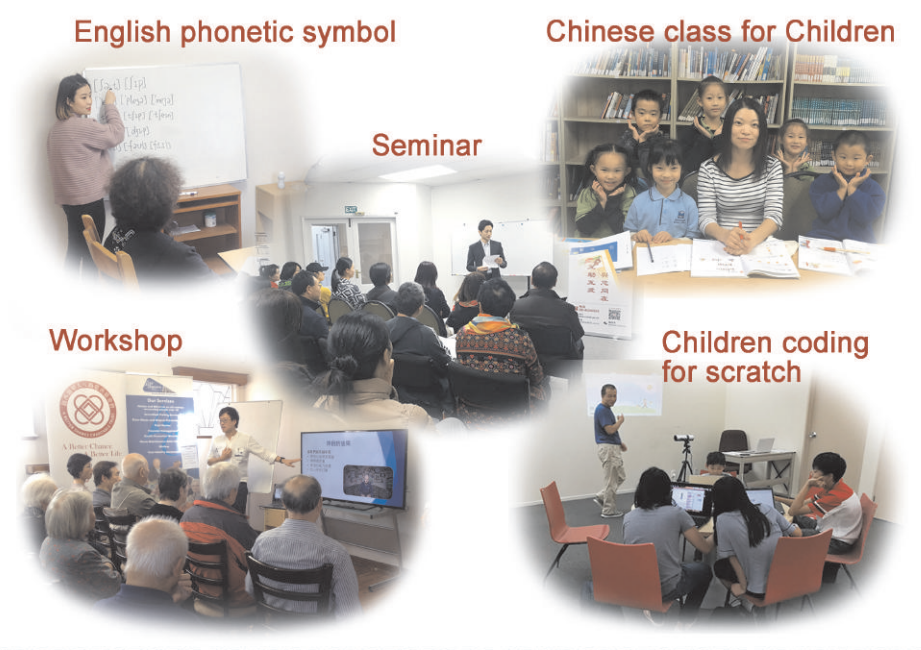
Slowly but surely, these actions build psychological safety. Even small acts that seem inconsequential at the time can pave the way for larger contributions that carry more weight. By creating a team climate that encourages people to embrace potentially risky contributions, the team will be rewarded with better decisions, motivated members, and improved performance. ■

- by Tracy May - Managing Director Diversitas UAE  
www.diversitas.co

**Disclosure** - Carol Brown, who is the CEO of Diversitas, is a member of the Advisory Board of Multicultural Times.

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How Chileans celebrate their Independence Day in New Zealand?

In conversation with DJ D’Latino (Anibal Faundez), founder and director of South Media Entertainment and radio presenter of The beats Revolution in PulzarFM 105.7FM. He talks about Chile, his business and how Chilean celebrates their Independence Day.

**When did you arrive in New Zealand?**  
I have been in New Zealand for seven years now.

**How are you going to celebrate Chile's Independence Day?**  
Well, this is the third year we will throw a party at The Cuban in Christchurch. There we celebrate the Chilean Independence day plus organise a Latino Party. The main idea is to bring hits of the dance music from South America with a special Chilean flavour. Full of colour and decoration to deliver and environment just like a Chilean celebration.

**Tell us about your career path. How did you get your start? How and why did you open South Media Entertainment?**  
I studied to be a journalist and I’m a professional emcee. I started playing music at the school's radio, so my

background in radio back in my country is quite long. Then three years ago, I took the decision to restart my career in Christchurch and fortunately that was a really good decision. We started with Latino parties with 50 people in Jane’s bar on Thursdays, then I moved the party to Tequila Mockingbird with full house in every party (150 people). Then we decided to create South Media and produce our own parties at The Cuban bar with 450 people in the Club in every party during the last two years, every three weeks. Now we throw the biggest Latino party in the South Island. Also every two months, we have a Frigay Party, Euphoria Fest (electronic party), and 80 and 90 Party; with another 3 DJ’s DJA5, DJ BlackSheep DJ Jashax and some other local DJ’s.

**Could you tell us a bit about how “The beats Revolution” was born?**  
The music scence in New Zealand is almost the same as back home. We discovered Pulzar FM accidently. For three month I sent emails, Facebook messages to get an opportunity to show my proposal to the Director of the Radio Andy Pulsen. When he met us, he said yes instantly,

and we brought all the latin beats to the radio station. Now we are completing, two years of our show, which comes every single Monday.

**A lot of people talk about Chile being at the vanguard of the regional cultural scene. What’s your view on that?**  
For years we saw how Argentina and Brazil where the most important places in Latin America for music concerts and big shows. Today Chile is the place where the bands and artists want to play. Chile now has a big influence in the musical scene, and new artists want to show their music in our country, as it has become a huge platform to display their work.

**What do you want to teach people about Chilean music?**  
Chilean music have really good artists like Violeta Parra (the mother of the music) and Victor Jara in folk, Portavoz and Anita Tijoux in hip hop, La Combo Tortuga and Noche de Brujas in cumbia, Rodrigo Laffert and Matanza in electronic. All of them are big references in the latin and chilean musical scene. I want Chilean music to be known in New Zealand and the rest of the world.

**Why did you decide to pursue a career in the music business?**  
Easy, music is my passion. I can’t live without music.

**What are your day-to-day responsibilities as a radio presenter?**  
My life is full on. I have three daughters, a beautiful wife, one dog and 2 cats. After my normal responsibilities, I start working in my radio shows looking for a guest, contents, listen to new music, produce new music, working in social media and meeting with my team (8 people). It is hard but is amazing when you see the results.

**What's your secret to keeping your audience engaged?**  
Be yourself, honest, working smart, and hard. Feel passion for your job.

**What advice can you give to those who would like to come to New Zealand?**  
New Zealand is an amazing country, friendly people, good vibes and beautiful places. I think is one of the best countries in the world. If you want to come, just do it.

**What community projects are you working on now?**

I’m working in a new project to show to New Zealand, the Traditional Latin American music, history and poetry. We are working with Seb D’wboy (singer from Chile). He is living in Belgium, and together we are producing some songs.

**What is the commitment of South Media Entertainment with the Latin culture in New Zealand?**  
We want to give to the Latin community and all the people in New Zealand the best of South America. Not just for a party. We want to show our culture, poetry, history. We want to show the whole picture, not just the commercial stuff. Education, entertainment and information from one of the beautiful paradises of the world i.e. Latin America.

Readers can follow his work in social media @dlatinonz, @thebeatsrevolution.  
  
Or visit [www.southmedia.co.nz](http://www.southmedia.co.nz).  
  
You can listen to The Beats Revolution, every Monday 8pm, at Pulzar 105.7FM, Online iHeart Radio.



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**Settlement Centre Waikato**



Chilean DJ D’Latino (Anibal Faundez) and his team at The beats Revolution in PulzarFM 105.7FM

Chilean Independence Day is always celebrated in Chile on September 18, and marks the date when the Chilean people declared independence from Spain. The Chilean War of Independence was a war between pro-independence Chilean criollos seeking political and economic independence from Spain and royalist criollos supporting continued allegiance to the Captaincy General of Chile and membership of the Spanish Empire. Traditionally, the beginning of the war is dated as September 18, 1810. Depending on what terms are used to define its end, it lasted until 1821, when royalist forces were defeated by José de San Martín; or until 1826, when the last Spanish troops surrendered and the Chiloé Archipelago was incorporated to the Chilean republic. A declaration of independence was officially issued by Chile on February 12, 1818 and formally recognized by Spain in 1844, when full diplomatic relations were established. (source Wikipedia)



Tuesday  
MT WELLINGTON  
Under Countdown  
5pm - 11pm

Wednesday  
BOTANY TOWN  
Centre under  
Hoyts  
5pm - 11pm

Thursday  
HENDERSON  
Under KMART  
5:30pm - 11pm

Friday  
CBD  
Shortland St.  
5pm - 11pm

Friday  
PAPATOETOE  
Under KMART  
5:30pm - 12am

Saturday  
PAKURANGA  
Under  
The Warehouse  
5:30pm - 12am

Sunday  
GLENFIELD  
Mall  
Under Countdown  
5:30pm - 11pm

Sunday  
SYLVIA PARK  
under PK Furniture  
5pm - 11pm

Friday  
The Base  
HAMILTON CENTRAL  
5pm - 11pm

Auckland Night Markets

FOOTBALL  
FESTIVAL

Sat 10th - Sun 11th  
November 2018  
9am - 5pm





Registrations are open until 28 September

Dalmatian Cultural Society  
2018 Open Day

September 16, from 10.30am to 5.30pm

10-14 New North Road, Eden  
Terrace, Auckland

Dalmatinsko Kulturno Društvo

Details at  
www.dalmatian.org.nz

Join the Dalmatian Cultural Society for  
our Annual Open Day and learn about  
the cultures of our members from  
Croatia, Serbia, Bosnia and  
Herzegovina, Slovenia and  
Montenegro!



Friday Street Food Market is at the  
Cathedral Square in Christchurch's  
CBD every week between 11am to  
9pm with more than 20 food trucks,  
and live entertainment.

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

Refreshments and Drinks will be provided.  
Please RSVP to Jian Chen at  
jian.chen@asiannetwork.org.nz  
for catering purposes.

The Asian Network  
Incorporated

2018  
Brazilian  
Film Festival  
Mostra de Cinema Brasileiro

FREE ENTRY

The best in new Brazilian  
cinema, selected and  
presented by the Brazilian  
Embassy in New Zealand.

Little Secret - September 20, 7pm  
Rites of Passage - September 21, 7pm  
The Mystery of Samba - September  
22, 7pm  
Bach in Brazil - September 23, 7pm

Govett-Brewster Art  
Gallery/Len Lye Centre  
42 Queen Street,  
New Plymouth

Free | Tickets available on the  
day of screening

BURNSIDE BOWLING  
CLUB  
330 AVONHEAD ROAD



13.09.18  
12PM - 12AM  
CHATURTHI  
CELEBRATIONS



shubh  
ganesh chaturthi





Kingdom of the Netherlands

WELLINGTON  
AUCKLAND  
CHRISTCHURCH



**DUTCH  
FILM  
FESTIVAL**

SEPTEMBER -  
NOVEMBER 2018

Celebrating Dutch Culture

INFORMATION & TICKETS:  
[HTTPS://BIT.LY/2OGRHFR](https://bit.ly/2OGRHFR)

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>



The Federation of  
Islamic Associations  
of New Zealand (Inc.)  
اتحاد الجمعيات الإسلامية النيوزيلندية  
SINCE 1979



**Halal-  
MORE THAN  
JUST** *food*

Fair Dealings | Transparency | Feed others | Feed your families  
No wastage of resources | Donate in charity | Give fair wages for fair services | Safeguarding the environment | Living on what is legally earned | Eating wholesome and nutritious foods | Everything we consume must be Halal | Fostering peace and harmonious coexistence | Not feeding others what is harmful

To know more about Islam Awareness Week 2018,  
please visit [www.fianz.com/IAW2018](http://www.fianz.com/IAW2018)

The Federation of Islamic Associations of New Zealand (Inc.)  
7-11, Queens Drive, Kilbirnie, P.O.Box 14155, Wellington 6241, New Zealand  
T. +64 4 387 8023 | F. +64 4 387 8024  
info@fianz.com | [www.fianz.com](http://www.fianz.com)

DEAR COMMUNITY MEMBERS,  
LET'S STAY CONNECTED & UNITED  
PLEASE LIKE OUR FACEBOOK PAGE  
 [fianz.nz](https://www.facebook.com/fianz.nz)

Islamic Awareness Week is an annual event held by FIANZ intended to showcase and promote Islam. Each year a theme, focusing on one or more tenets of Islam, is chosen. As part of the weeklong event, the regional associations are encouraged to engage in activities that cultivate connectedness and a sense of community.

Islam Awareness Week is held by FIANZ in collaboration with local Muslim Associations and Islamic Trusts all over New Zealand, i.e.

- New Zealand Muslim Association Incorporated (NZMA), Auckland
- South Auckland Muslim Association Incorporated (SAMA), Auckland
- Waikato Muslim Association Incorporated (WMA), Hamilton
- Manawatu Muslim Association Incorporated (MMA), Palmerston North
- The International Muslim Association of New Zealand Incorporated (IMAN), Wellington
- Muslim Association of Canterbury Incorporated (MAC), Christchurch
- Otago Muslim Association Incorporated (OMA), Dunedin

Another Presentation  
by SLANZ to  
Sri Lankan Theatre  
Lovers in  
New Zealand

**29**  
September  
2018



**රංග සොබා**  
RANGA SOBA  
නාවය  
ගීත සැදුව  
Performed by  
KUSUMSIRI & YASHODHARA  
with the cast from Wellington

For the first time in New Zealand  
සිංහල නාවය සංගීතයේ  
රස මුදු අනිනාවර්ජනයක්!

**KEEP THE DATE FREE**  
For More Information  
Dhammika Muthumala 027 496 7443



THE DUNEDIN  
CHINESE  
GARDEN



10  
CELEBRATING  
TEN YEARS



中秋节快乐

**CHINESE MOON FESTIVAL**  
23 SEPTEMBER 2018 | 10AM – 5PM



Multicultural  
TAURANGA



**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 Penn on 0276700700



Notices in this section are published free of charge. Contact the editor if you have anything to share with the community.

For all your other advertising needs, contact Eric. All our contact details are on page 2.



# First choice for home loan help

Independent and free service

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**



**nathan.miglani@loanmarket.co.nz**

*Platinum  
Elite*



Find me on Facebook

**Loan Market.**

Lending policies, terms and  
conditions apply. Disclosure  
statement available on request