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Decolonising Diversity: Whakawhanaungatanga as an alternative to state managed multiculturalism

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Diversity



Image: Defenders of Ihumātao
Source: <https://givealittle.co.nz/cause/protectihumatao>



Image: Fletcher Building win Diversity Award
Source: <https://fletcherbuilding.com/news/innovative-online-recruiting-platform-wins-national-diversity-award/>



Diversity



Image: New Zealand Police win Diversity Award
Source: [https://diversityworksnz.org.nz/new-zealand-police-win-diversity-award/](https://diversityworks.nz/new-zealand-police-win-diversity-award/)

Image: Police at Wellington's Pride Parade
Source: <https://www.rnz.co.nz/news/national/376349/auckland-pride-parade-police-uniform-ban-we-re-not-backtracking>





Diversity: Flattens difference

- “each group is oppressed by structures of white supremacy, their historical oppressions are not the same... situate these different histories in complexity” (Saranillio, 2013)



Diversity: Masks Pākehā supremacy

“...claims that we are now a multicultural nation, rather than demonstrating a meaningful commitment to either biculturalism or multiculturalism, can also be a device for diverting the gaze away from the continued dominance of white-settler ways of being, manifested in the structure and traditions of prevailing legal, education, parliamentary, and health and social institutions” (Desouza & Cormack, 2009)



Source: <https://www.audioculture.co.nz/scenes/colourblind-auckland-s-dance-music-scene-in-1993>



Diversity: obscures Indigeneity

- ‘political community’ vs ‘minority group’ (Bauder, 2011)
- Marginalises Indigenous struggles (Lawrence & Dua, 2005)



Source: <https://thespinoff.co.nz/politics/04-05-2017/relax-maori-arent-banning-you-from-the-beach-or-are-we>



Whanaungatanga

- “Kin-like, reciprocal relationships” (Benton, Frame, & Meredith, 2013, p. 524)
- Forged through shared experiences (Mead, 2003)
- “special social solidarity” (Benton, Frame, & Meredith, 2013, p. 524)
- Achieved through process of whakawhanaungatanga



Method

- Interviews with 6 Māori in leadership positions
- Deductive thematic analysis (Braun & Clarke, 2006), whanaungatanga relationships: family like, shared experiences, solidarity
- Inductive thematic analysis, whakawhanaungatanga processes



Whanaungatanga, relationships

- Family-like
- Shared (similar) experiences
- Conditional solidarity

Image: Asians Supporting Tino Rangatiratanga
Source: <https://www.facebook.com/Asians4Tino/photos/a.909299279190528/1915242545262858/?type=3&theater>





Whakawhanaungatanga, process

- Knowing onself
- Manaaki (respect)
- Aroha (compassion)
- Creating space for dialogue
- Airing take
- Perspective taking
- Cultural practice



He pātai?





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