



# CaDDANZ

## Capturing the Diversity Dividend of Aotearoa/New Zealand

Kia ora koutou

This will be our last newsletter for 2019. The final few months of the year have been a busy time for the CaDDANZ team. On November 19-20 CaDDANZ, with support from Auckland Council and the Human Rights Commission, organised the annual Pathways conference focused on the theme of racism, difference and inequalities. The conference was attended by 174 people from a range of sectors, included four keynote presentations and a series of presentation sessions and panel discussions that addressed some of the most pressing issues around racism, migration, diversity and inclusion in Aotearoa.

Three publications are profiled in this newsletter including: a discussion of population change and regional development that forms part of a special issue in the *New Zealand Geographer*; a report on migrant worker exploitation carried out on behalf of the Ministry of Business, Innovation and Employment; and an article on cross-border migration and travel by former CaDDANZ Science Leader, Jacques Poot. We also highlight two new CaDDANZ project briefs in this newsletter, and three media appearances by CaDDANZ team members.

We are looking forward to a summer break and to the opportunities that await in 2020, which will be the final year of the CaDDANZ research programme. We wish you all a safe and relaxing holiday period and new year. Ka kite anō au i a koutou.

Ngā mihi nui

Francis L. Collins

Albany campus on 19-20th November. This conference hosted 30 presenters and panellists who came together from across New Zealand and Australia to seek pathways to address the challenges of racism, settler colonialism and inequalities. The enthusiastic and interactive group of 174 people came from a range of public policy, community-based and academic groups enabling robust, critical and forward looking conversations about present challenges and the pathways to more inclusive societal futures. Live recordings and presentations are available on our [website](#) for viewing.

## RESEARCH HIGHLIGHTS

### Recent Publications

#### **Cross-border migration and travel: A virtuous relationship**

**IZA World of Labor publication**

*Jacques Poot*

As the volume and complexity of international migration rises, many public services (health, education, pensions) and taxation may no longer be compatible with mobility patterns, and some services may require more private provision. Greater mobility also demands reconsideration of policies and laws on immigrant settlement and integration. The presence of large numbers of temporary migrants calls for a fresh look at the meaning of citizenship and cultural identity and at policies to encourage immigrant integration. Increasingly, migrants may be recruited on a “trial” basis, with temporary work or study permits providing a subsequent path to permanent residence. [For full article click here](#)

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#### **Temporary migrant worker exploitation in New Zealand**

**Report to MBIE**

*Francis Collins and Christina Stringer*

Migrant exploitation is the unjust and often illegal utilisation of migrants for the extraction of profit in a range of circumstances including in labour, accommodation, provision of migration services, and education, amongst others. For this research, we were tasked with providing an understanding of what the exploitation of temporary migrant workers looks like in New Zealand. In particular, we were asked to explore the nature, drivers and consequences of exploitation from the perspective of migrants and other key stakeholders. We were also tasked with identifying effective interventions to mitigate the vulnerability of temporary migrant workers. [To read the full report click here](#)

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#### **A new look at population change and regional development in Aotearoa New Zealand**

In New Zealand, population change is interlinked with regional development. Places growing in population attract regional investment, while regional investment—or lack thereof—can change migration patterns. However, to determine the appropriate response to population change for a community, it is important to understand that population change involves much more than “just” migration. Specifically, it involves interactions between the three components of population change: natural change (births minus deaths), net migration (international and internal) and population ageing (changing cohort size). For example, migration can be negative, but growth can be positive due to underlying natural increase or growth in cohort size. Responses need to differ, depending on these drivers. The goal of this article is to provide new insights into these interactions using data for 275 cities, towns and rural centres (hereafter “urban places”) in New Zealand for the period 1976 to 2013. [To view the full article click here](#)

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## Project Briefs

The CaDDANZ team has been releasing a series of project briefs that provide a snapshot of key findings from research undertaken within some of our projects. We will be sharing these briefs across many forums, including this newsletter and the CaDDANZ website. As always, if you have any questions about the projects or just want to know more please send us an email ([renae.dixon@waikato.ac.nz](mailto:renae.dixon@waikato.ac.nz) or [j.m.taylor@massey.ac.nz](mailto:j.m.taylor@massey.ac.nz)) or alternatively you can get in touch with the authors directly. Other project briefs will be made available on the CaDDANZ website once published: <http://www.caddanz.org.nz>

In this newsletter we profile briefs five and six:

### 'Seeing diversity' in organisation: What are the challenges?

#### CaDDANZ Project Brief #5

*Robin Peace & Geoff Stone*

This brief presents information about the challenges we see facing organisations in Aotearoa that provide services and support to newcomers – or are endeavouring to employ them – and that are more aware of and responsive to diversity. The concept of a ‘diversity dividend’ implies that economic, social and perhaps even cultural benefits can accrue from being more engaged with different kinds of people who bring different skills, viewpoints, and attributes into workplaces and communities. Our research suggests that challenges exist both in the overall landscape of services – the service infrastructure that exists at national and regional levels – and within organisations themselves. [To view full brief click here](#)

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### Cultural diversity seen as an urban amenity or disamenity

#### CaDDANZ Brief #6

cultural diversity on businesses and people. One method to do this is through linking diversity to observed differences in wages and rents in a cross-section of cities, using an economic theory published by Jennifer Roback in 1982. Cultural diversity can be considered an additional (dis)amenity of a city. Page (2007) argues convincingly that diversity of the workforce makes firms more innovative and better at solving problems. On the other hand, he also acknowledges that diversity can make decision making more difficult. When producers on balance benefit from diversity, those who are in culturally diverse cities are able to pay higher wages and rents than those in less culturally diverse places and still be equally profitable. When consumers on balance value cultural diversity of a city they would be willing to pay for living in a diverse place in terms of higher rents and lower wages and yet be equally happy as those living in a less diverse place. [To view full brief click here](#)



CADDANZ Brief No. 5  
April 2019

### 'SEEING DIVERSITY' IN ORGANISATIONS: WHAT ARE THE CHALLENGES?

Geoff Stone, Ripple Research Design and Evaluation Limited  
Robin Peace, Massey University

#### Using visual methods in diversity research

In this brief we discuss the use and value of visual methods in institutional evaluations.

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## Recent Media Commentary

### How should New Zealand remember Captain Cook's legacy??

TVNZ1 - The Hui

*Featuring Arama Rata*

On the 6th of October 1769 a cabin boy on board the HMS Endeavour sighted land. Two days later Lieutenant James Cook landed in Tūranga Nui a Kiwa and had his first encounter with tangata whenua. It resulted in the death of several Māori and would change the Māori world forever. Two-hundred-and-fifty years on New Zealand is commemorating Cook's arrival in Aotearoa with events taking place around the country. Around \$23 million is being spent to remember Cook's time here and while some iwi embraced the Tuia Encounters 250 project, not everyone is in the mood to celebrate. Many have opposed the commemorations and questioned why so much money is being spent on such a divisive historical figure. So just how should we remember Cook's legacy?

The Hui hosted a special panel with Te Kapotai kaumātua Kara George, **Dr Arama Rata** from Waikato University, Matthew Tukaki from the New Zealand

[To watch the documentary click here](#)

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## How big could New Zealand's population get?

**RNZ**

*Paul Spoonley*

New Zealand's population has nearly hit five million, according to the latest census data. How much of that is population growth, and how much is immigration growth? How big could and should New Zealand's population be? Susie Ferguson speaks with CaDDANZ researcher, Distinguished Professor Paul Spoonley.

[To listen to the full interview click here](#)

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## Do Kiwis choose to live in racially diverse neighbourhoods?

**NZ Herald**

*Dave Maré*

Three out of four Kiwis say that they'd be comfortable about a new neighbour from a racial/ethnic minority, according to the last Statistics NZ survey to ask that question. New Zealanders see themselves as welcoming diversity, but what does it look like in practice?

New research by CaDDANZ researcher Dr Dave Maré tracks the changes in diversity across New Zealand towns and cities between 1981 and 2013, and looks at how this affected their desirability as places to live and work.

[To view the interactive article click here](#)

## Recent developments on the Atlas of Population Change

The New Zealand Atlas of Population Change combines technology, data and theory to show how the interaction of migration, natural change and population ageing is shaping the diversity of NZ's towns, cities, districts and regions. Accompanying narrative and supporting research provide data description, explanation of the trends, and interpretation. The creators of the Atlas are making continual improvements to the offering. Among the recent additions are a data archive, and a selection of data from the 2018 Census. This section will be continually updated as new data are uploaded. [To access the Atlas click here](#)

The Website has just been updated – here is the new home page

**CaDDANZ** New Zealand Atlas of Population Change

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**Data Archive**  
Data Archive Access

**2018 Census Data**  
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**NEW**

The New Zealand Atlas of Population Change is part of a broader research programme looking at the changing composition of New Zealand's population: **Capturing the Diversity Dividend of Aotearoa/New Zealand (CaDDANZ)**. The project's main objective is to assist New Zealand to better prepare for, respond to, and celebrate, an increasingly diverse population. The focus of the Atlas is the provision of maps illustrating New Zealand's spatial diversity across a broad range of variables. The underlying data are drawn from research projects which have used geo-coded data and whose research teams have made them available. In this sense the New Zealand Atlas of Population Change differs from the thematic mapping of raw data by Statistics New Zealand and other organisations in that it is accompanied by supporting research. Researchers generating geo-coded data are warmly invited to have their data mapped and included on the website, with references or links to their reports and publications. The project is ongoing and data will be added as they become available.

<http://socialatlas.waikato.ac.nz/>

## Upcoming Conferences

### Superdiversity Conference, Monday, March 16 2020

A day-long conference will be held in Auckland in March 2020 and will bring together Superdiversity Institute members, supporters, key experts and industry leaders to explore key opportunities, issues and challenges faced by a superdiverse workforce. Further details yet to be announced.

Click below to visit the CaDDANZ website and Twitter account



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