



THE UNIVERSITY OF
WAIKATO
Te Whare Wānanga o Waikato



CaDDANZ

Capturing the Diversity Dividend
of Aotearoa/New Zealand



MASSEY
UNIVERSITY
TE KUNENGA KI PŪREHUROA

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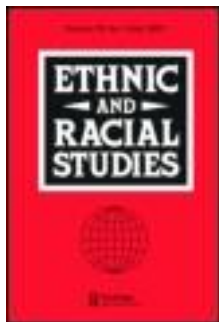
Super-diversity in Aotearoa: Institutional Responsiveness to Diversification

Distinguished Professor Paul Spoonley
Pro Vice-Chancellor
College of Humanities and Social Sciences
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Super-Diversity

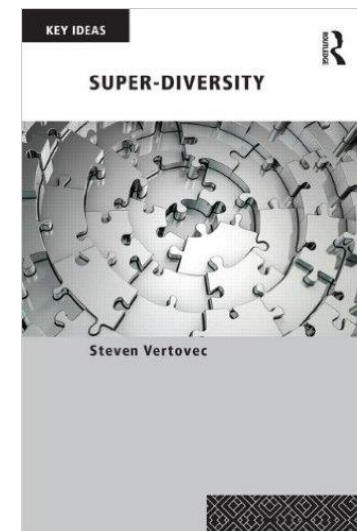


“‘Super-diversity’ is a term denoting a transformation of population patterns, especially arising from shifts in global mobility. Around the world over the past three decades, there have been increasing movements of people from more varied national, ethnic, linguistic and religious backgrounds; in addition, there has been a diversification of migration channels, legal statuses and conditions, gender and age ratios and forms of human capital” (Steven Vertovec, *Super-Diversity*, Routledge, 2015)



Ethnic and Racial Studies
Volume 38, Issue 4, 2015

Special Issue: Comparing Super-diversity





Super-diversity: Reconceptualising Immigration, Identity and Interaction

Ethnic groups + multiculturalism + binary relations



Negotiation/understanding of difference within context of super-diversity

- Micropolitics of everyday interaction (Amin)
- Gender, age, human capital, status, migration pathway and ethnic categories (Vertovec)
- Conviviality (Gilroy), multiculturalism (Kesten et al)



GlobaldiverCities Project



New Diversity = Super-diversity

- Recent configuration/outcomes of migration
 - National original
 - Ethnicity
 - Language
 - Religion
 - Gender
 - Age
 - Human capital
 - Legal status

What does diversification and diversity look like and mean to those involved?

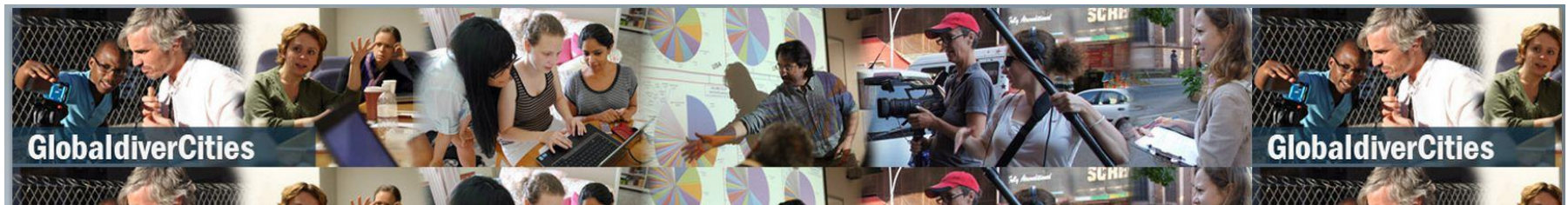


GlobaldiverCities Project



- Initial phase 2011-2014
- Investigated:
 - Nature of public spaces
 - Use/meaning by various groups
 - Historical legacies
 - Diversity conceived/managed by authorities
 - Effects of physical environment and material phenomena
 - Constrain and create opportunities for social relationships
 - Patterns of social interaction

www.globaldivercities.mmg.mpg.de



GlobaldiverCities Project



New York (Nth America)

Astoria (Queens): 40% foreign born

120 countries/regions

Singapore (Asia)

Jurong West: Prime immigrant destination

Industrial area

Johannesburg (Africa)

Hillbrow: “whites only” → migrant destination

informal local economy

inadequate public services

Auckland (Pacific)

Avondale: layers of migrants

(plus other areas)

GlobaldiverCities Project



Data acquisition:

- Sampling (in-depth interviews, impromptu group interviews, focus groups)
- Observation (participant observation, transect walks, behavioural mapping)
- Visualisation (filming/photographs, interviews using photos/videos as prompts, informant photos, ethnographic films)





Route-ines

- Patterns of encounter along habitually travelled pathways
 - Observation of distinct “other”
 - Mode of interaction
 - Familiar strangers = little social interaction



Rooms without Walls



- Perceived diversities in large urban public spaces
- Operate as though in own space (“carved-out”)
- Rules of conduct



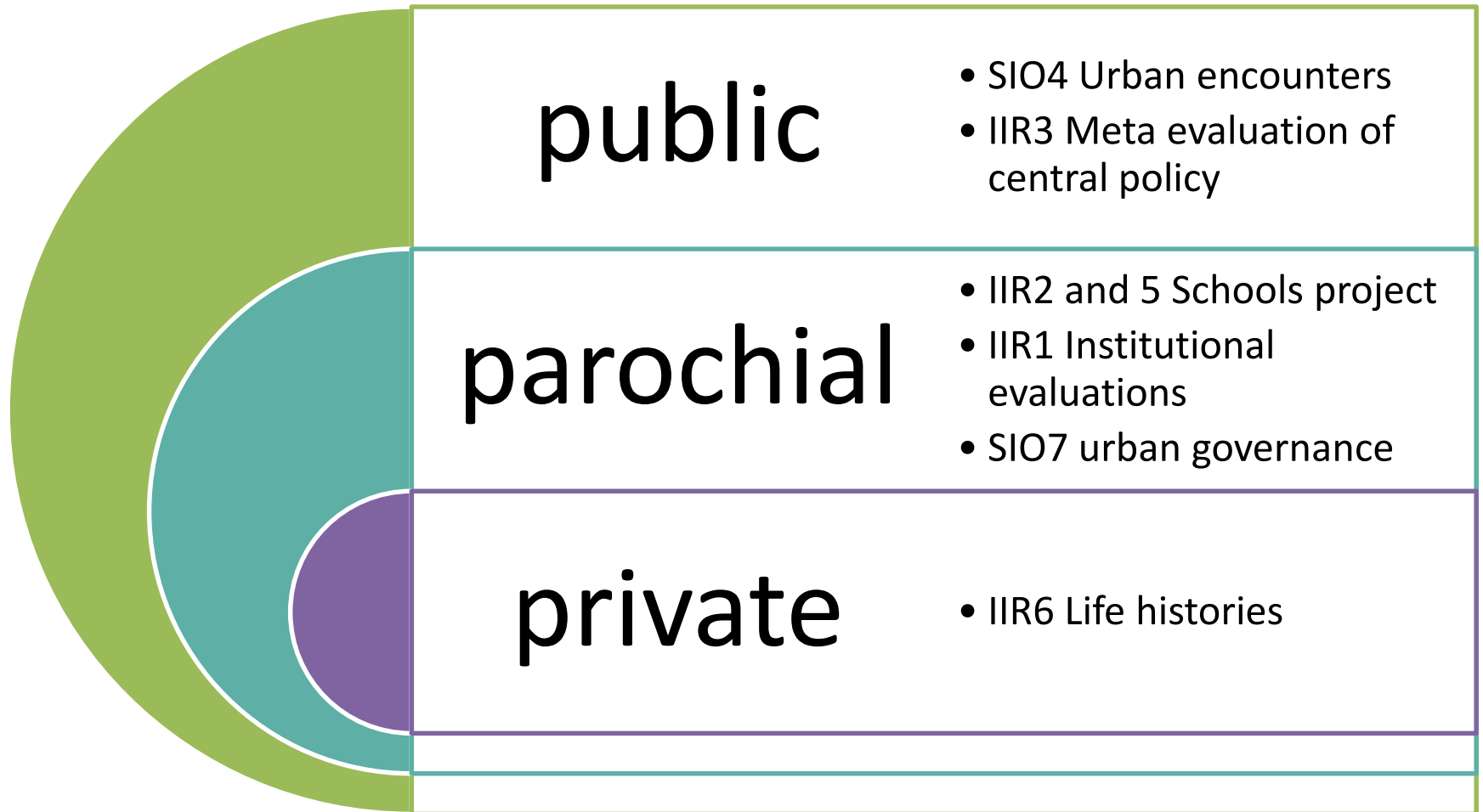
Corridors of dissociation



- Excluded from spaces of encounter
 - Social discomfort
 - Fear of confrontation
 - Lack of physical security
 - Racist acts
 - Policing



Investigating the public, parochial and private realms



Commonplace Diversity (SIO4)



- Replicates and extends
- In superdiverse cities daily cross-cultural interactions become “commonplace” (Wessendorf, 2014)
- Focus is on selected public spaces in Auckland
- Multiple methods: conceiving, observing, visualising
- Investigates both “hard” and “happy” forms of lived experience



Social cohesion opportunities through place-space initiatives in urban governance (SIO7)



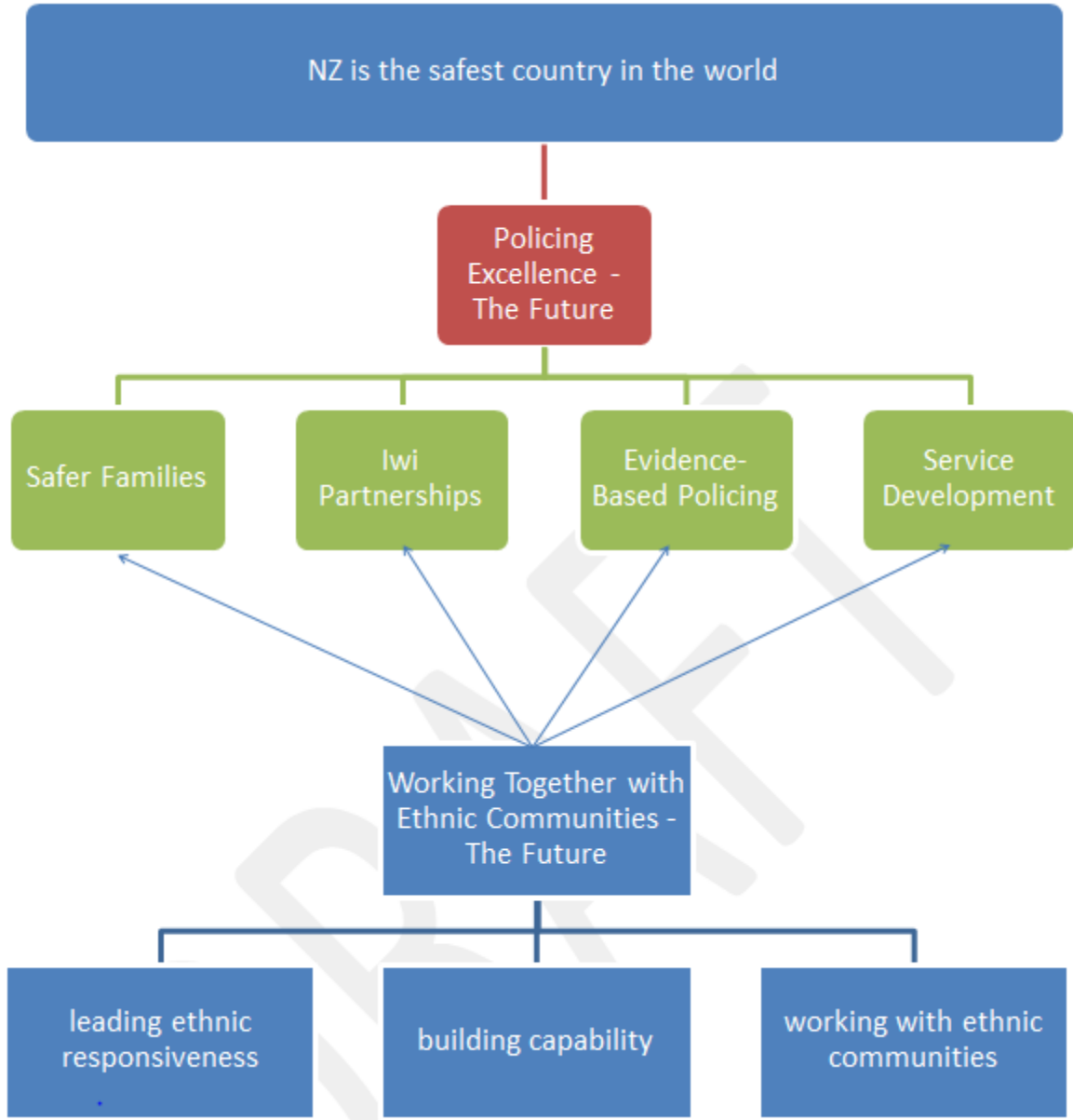
- Analyses up to 10 initiatives using formal or informal governance arrangements aimed at:
 - Strengthening social cohesion
 - Enhancing social mobility
 - Boosting economic performance
- Methods:
 - Semi-structured interviews
 - Systematic analysis of key documents
 - Focus groups, including photo elicitation
 - Ethnography/participant observation in community activities



Formative Developmental Evaluation of Institutions and Agencies (IIR1); and Meta-evaluation of government diversity initiatives (IIR3)

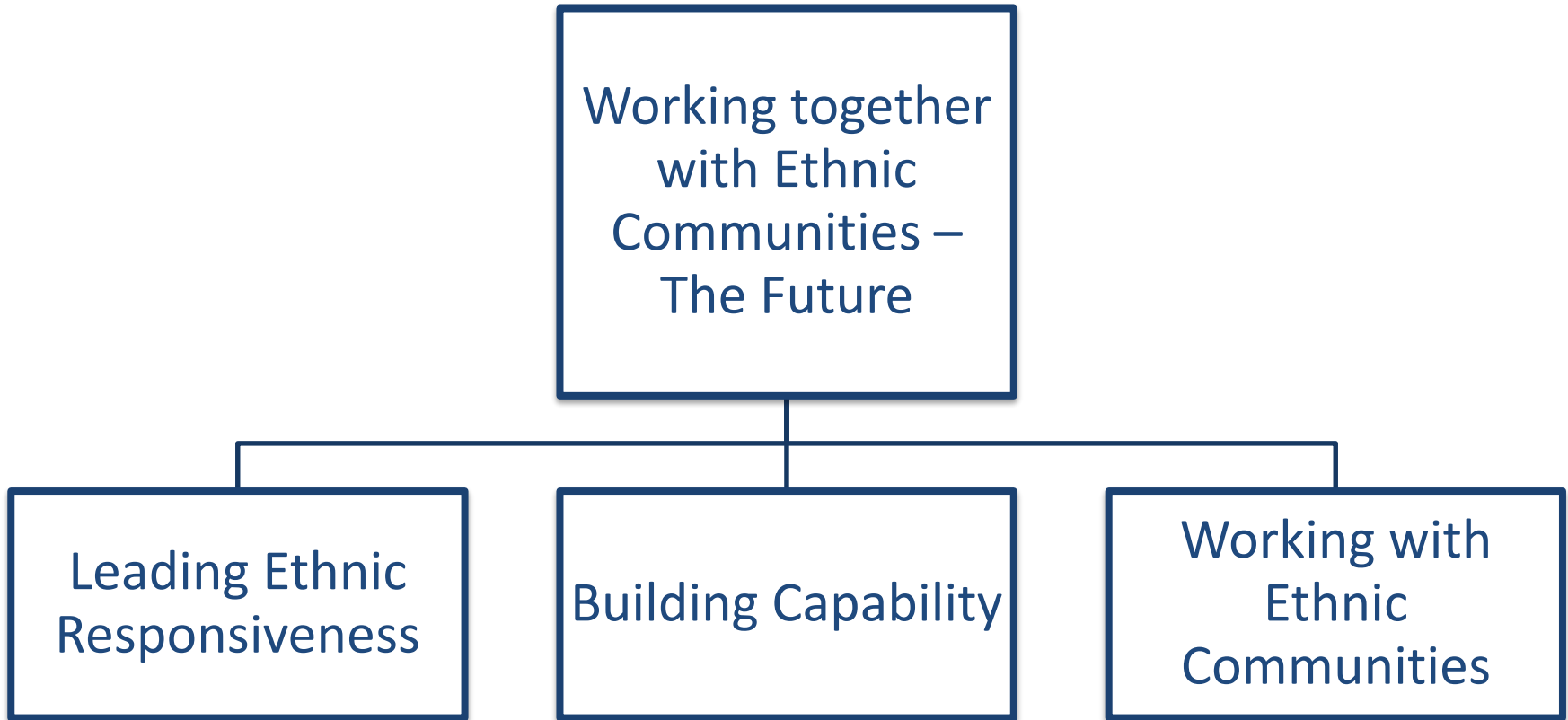


- IIR1: focus on diversity management in up to 6 public institutions & NGOs:
 - Currently working with New Zealand Police who are developing their second Ethnic Diversity Strategy and Implementation Plan
 - Methods: Formative and developmental evaluation
- IIR3: Synthesis of successful interventions in diversity planning in central government departments
 - Methods: content analysis, discourse analysis and an analysis of evidence of “evaluative thinking”





Three Objectives



Diversity Policy and Practice in Schools (IIR2, IIR5, SIO1)



- Participatory Research in two Auckland schools
 - Examines school practices to identify the impact of, and responses to, diversity
 - Focus on both staff and students
 - Uses a range of methods: documentary analysis, interviews, social network analysis, photo-voice, spatial mapping
 - Also includes detailed analysis of school demographics

Life History of Diversity Experience (IIR6)



- The aim of the life histories project is to understand an individual's life in the context of the community they currently inhabit and the journey to that community
- Involves key informants and other participants in Massey CaDDANZ fieldwork projects
- Method: uses a time-line constructed with the participants to understand major life stages, mobility and key decisions
- This project will narrate, visualise and articulate diversity through the autobiographical stories of participants' experiences, using audio/video life histories or artefacts and photographic images



Politics of Super-Diversity



- Policy platform (21st century multiculturalism in Aotearoa)
- Political (and other institutional) impacts
- Majority (Pakeha) reactions

A SEQUEL... REAL ESTATE PANDA





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