

May 2022

Outcomes Connections! Hui 2022

Shama Ethnic Women's Trust (henceforth referred to as “Shama”) is a charitable organisation that aims to support the development of a true multi-cultural New Zealand. This includes an Aotearoa where all women from ethnic minorities are welcomed into New Zealand society and recognised as valuable contributors to their local communities. It is also a society where they can live their lives with dignity, free from fear of violence and discrimination.

The first Connections! Hui in 2019 brought together almost 100 ethnic community organisers and therapists to talk about sexual violence prevention and responses for ethnic communities. The outcome of the Hui indicated that existing responses to sexual violence didn't always work for ethnic communities, therefore showing a need to create a nationally available and adequately resourced sexual violence response service. Shama held a special session of the Hui to explore principles to underpin this new service and provide additional support for survivors and therapists working in the service. To address the needs of our communities, Shama Ethnic Women's Trust established a National Response to Sexual Harm service focused on three areas: Crisis support, Long Term Therapy and Prevention. By working in partnership with the government and key stakeholders, the establishment of this service has allowed us to support diverse ethnic survivors and communities across the country successfully.

In March 2022, we held an online Connections! Hui which built on discussions and bonds that were first established in 2019. During this meeting, we acknowledged that our communities were in a very different starting position than we were at the last Hui. Therefore, our purpose was to build on the knowledge, growth and initiatives that various ethnic communities and governmental organisations have developed to address family and sexual harm over the last two years.

At Connections! Hui 2022, we had the privilege of hearing the voices of 118 ethnic community members of multiple genders, based across the country and from more than 30 different ethnicities. We structured our Hui by dividing the participants into smaller groups to discuss achievements, challenges, and opportunities relating to family and sexual violence prevention. We focused the discussions on areas highlighted in the last Hui as critical components when working with ethnic communities to prevent family and sexual harm.

The information we collected from the Hui has significant value in developing a better understanding of the needs of our communities. This information would also allow us to follow the design of accountable responses to effectively address the main issues that perpetuate violence and harm. This document has been created to share that information with the Ministry, so the voices of our people are heard and responded to.

Below, we have described the main outcomes of the group work for each prevention area covered in the Hui. We have indicated where these outcomes connect to Shifts required in Te Aorerekura. It is our intention that this consideration and work from our communities are integrated into effectively preventing family violence and sexual violence in ethnic communities.

1. All prevention services need to build cultural competence.

Achievements and progress made in this area since 2019.

- MoJ has redesigned the Workforce Capability Framework and End to End tool so that services are enabled to train culturally capable staff. This has included consultation with ALAC, CNSST, Shakti and Shama.
- In 2020 the Shama team ran a workshop with TOAH-NNEST prevention groups.

Improvement opportunities identified in the Hui

- ❖ The participants of the Hui highlighted that it is essential to acknowledge the challenges faced when the dominant culture has defined how cultural competence is achieved. To develop more effective tools, it is important to ensure that minorities are involved in the design of this content, as this will facilitate a better understanding of cultural diversity. The group emphasised that there is a need to redefine the cultural competence concept by considering this construct as a continuum and intersectoral process rather than a particular outcome. Three dimensions to be included when working on defining a new cultural competency concept include racism, misogyny and colonialism. These shape identities and dynamics in our communities.
- ❖ The group mentioned there is a tension when workplaces rely on ethnic professionals to create culturally competent services. This practice can create fatigue and put significant pressure on those staff members. On the other hand, workplaces often do not provide spaces to allow ethnic employees to practice and live their culture (prayer rooms, for example), which creates a double standard.
- ❖ Finally, to overcome those challenges identified in this area, the group mentioned that it is important to create more spaces for discussion and reflection; to allocate more resources to this key area of prevention; and to incorporate cultural competency definitions into policies and procedures.

These improvement opportunities link to **Shift 3** required in Te Aorerekura – towards skilled, culturally competent and sustainable workforces. **We want to highlight the need for ethnic organisations that have already developed training for cultural safety or cultural competence to be utilised to provide training and resources for mainstream organisations. Additionally, those delivery mechanisms to be funded to remove barriers for mainstream organisations to participate in upskilling.**

2. The development of a national service.

Achievements and progress made in this area since 2019.

- Shama created a national prevention service as one part of their sexual and family violence responses.
- TOAH-NNEST governance group has an ethnic position, supported by an advisory group, to highlight ethnic community voices and needs.

Improvement opportunities identified in the Hui

- ❖ Several people pointed out that there is a need to validate a national service which has a role focused on liaising, with a strong connection with the government, advocating on behalf of the needs and issues faced by ethnic survivors. Hence, ensuring there are enough resources to intervene and support ethnic communities.
- ❖ The participants highlighted that police reporting can be very traumatic for victims, particularly those with different cultural backgrounds. Therefore, the national service should perform as a buffer by helping community agencies (Police, Women's Refuge, MDS, Immigration, etc.) to become more culturally safe to ensure they have the skills and tools to liaise with ethnic communities safely.
- ❖ The national service should operate as a bridge, helping other agencies to develop better understandings of the nature of ethnic communities and the barriers they face.

These improvement opportunities link to **Shift 5** required in Te Aorerekura – towards safe, accessible, and integrated responses. **We want to highlight that, as discussed above, there are significant service gaps for our communities across both family violence and sexual violence that need to be addressed.**

3. The development of national conversations to prevent violence.

Achievements and progress made in this area since 2019.

- The development of the national strategy has given the space for some development of national conversations. In this time, the Connections! Hui has run twice (2019/2022); JVBUs advisory groups include ethnic representation; Shama/W2W/MEC/JVBU hosted consulting hui for Te Aorerekura.
- Additionally, the Ministry of Ethnic Communities (MEC) has established a Rainbow Ethnic network, and Women2Women which allow for the development of these conversations.
- MEC has had input into social cohesion work, including Incommon – a project to increase social cohesion and visibility for ethnic communities, social cohesion strategising by MSD. MEC has supported DIA to include ethnic women in conversations about reducing digitalisation and media harm.

Improvement opportunities identified in the Hui

- ❖ The participants highlighted the need to incorporate smaller and regional areas in the conversation by including NGOs and community agencies, local councils, and DHBs. Those connections should be articulated by a national service that could help communities increase awareness about support services available.
- ❖ The group mentioned that to enable more conversations, increasing cultural competencies and linguistic skills is critical. It would contribute to normalising the discussions around those issues within our communities, families, and mainstream agencies.
- ❖ Finally, the participants concluded that national conversations must include women, men, rainbow communities and youth. It is essential to encourage the creation of new leaderships in groups with

historically lower representation (women, rainbow communities and youths). Media outlets should be better utilised to spread messages, so ethnic communities have a voice in decision-making processes.

These improvement opportunities link to **Shift 4**, Te Aorerekura - towards investment in primary prevention. **We want to highlight the role of all ethnic organisations in developing skills to lead and hold these conversations, as well as the role of the Ministry for Ethnic Communities. We particularly note Actions 20 (Develop community mobilisation infrastructure to lead sexual violence primary prevention) and 23 (Develop prevention programmes for ethnic communities) and encourage the government to build on existing evidence-based programming, such as the Shama Primary Prevention Programme.**

4. Lack of statistics relating to ethnic communities.

Achievements and progress made in this area since 2019.

- 2020 - MSD funded a pilot to see what needs to be done to improve statistics collection.

Improvement opportunities identified in the Hui

- ❖ Hui participants agreed that there is a need to define and measure FVSV for ethnic communities, which can be achieved by resourcing the community to develop culturally appropriate definitions, which will help address the lack of data.
- ❖ The group indicated that it is essential to allocate more funding for research in the academic and community space, so data collection is not a voluntary position anymore. Allocation of this funding should correlate to the ratio of ethnic communities in the population of the country (16.6%¹) which is constantly increasing. The information collected will facilitate a decision-making process which could be based on evidence rather than intuition.
- ❖ Finally, the participants highlighted that it is important that a central agency trains professionals who can support ethnic community survivors about the relevance of data collection. Particularly helping services overcome the conflict they face between gathering information about the client and confidentiality. It is vital to educate communities about the importance of talking about their ethnicity when interacting with services to avoid skipping or avoiding sharing this vital information when asking for help.

These improvement opportunities link to the first two actions of **Shift 2** required by Te Aorerekura – Action 5: Engage and value communities in collective monitoring, sharing and learning Action 6: Relational approach to commissioning to better support community decision-making and needs. **We want to bring your attention to the Shama report ‘[Making Ethnic Count - 2021](#)’ to guide these actions and provide ethnic communities, mainstream organisations and government a better understanding of how to collect data.**

¹ Stats NZ Tatauranga Aotearoa <https://www.stats.govt.nz/news/ethnic-group-summaries-reveal-new-zealands-multicultural-make-up>

5. Policy development.

Achievement and progress made in this area since 2019.

- Visa: In 2021 there was lobbying to review the domestic violence visa.
- One of the inaugural Borrin Foundation – Community Law Fellows is exploring the intersection of immigration law and family violence in Aotearoa New Zealand.
- During this period, Immigration New Zealand designed and provided training to staff on family violence and sexual violence. It put information on the website about family violence visas, to make information regarding the visas easier to find for migrants.
- Support for people who have experienced harm from outside New Zealand: MSD provides funding to address sexual harm that is available for everyone living in New Zealand regardless of where the harm happened. Most of this funding goes to mainstream organisations.
- Research hub: Family Violence Clearinghouse Research Hub has ethnic representation on their Taiwi advisory group. As well as this, Community Research Aotearoa has included a section on Refugee-background and ethnic migrant communities.

Improvement opportunities identified in the Hui

- ❖ The participants mentioned that policies should guide practices in organisations to ensure multicultural environments and linguistic diversity. Those practices should include hiring ethnic professionals; ensure the safe use of interpreters (independent and trained in SVFV); data collection of ethnic communities; and to provide guidelines for intersectional work.
- ❖ The group mentioned that the development of relevant policies relies on the support of local and regional agencies and services to play an active role in prevention; helping them better understand the issues faced by ethnic communities was a common point in the group's discussion. The participants suggested that policies should establish mandatory training and include the development of scholarships for key services such as police, judges and lawyers.
- ❖ Our participants urgently called for a review of the Family Violence Visa, as an action point for Te Aorerekura. Without this review, the visa fails to respond effectively to family violence perpetrated on migrant people.
- ❖ Finally, this group mentioned that it is important to consider the difference between crisis and trauma work. The last one requires long term interventions, so the necessary resources for this are more significant. Developing policies that can help survivors heal is critical in this stage. This process will be facilitated by the action above, reviewing the Family Violence Visa, to reduce the timeframes for getting visas and financial aid for the survivors, which can currently take more than six months.

These improvement opportunities link to **Shift 2, Shift 3 and particularly Shift 5** required by Te Aorerekura – towards safe, accessible and integrated responses. **We particularly want to highlight the need to review the Family Violence Visa and a timeline for this to be included as an action in Te Aorerekura.**

6. Must haves for prevention education.

Achievements and progress made in this area since 2019.

- Funding released by the JVBU has included funding for Let's talk awareness-raising campaign, the development of a healthy relationships programme for ethnic young people, a men's co-ordinator attached to Shama service to start conversations with men's communities. It has also included funding to specifically work in prevention with ethnic community groups and support them in starting conversations in their communities.

Improvements opportunities identified in the Hui

- ❖ The participants agreed that prevention should be part of an education programme for migrants and refugees. For those of school-age the education should happen in earlier stages, with a standardised delivery across the country and different schools.
- ❖ They mentioned that for all ethnic communities, the focus of the content should be on healthy relationships, consent, sexual abuse, rights, and duties.
- ❖ Finally, the participants suggested that the content ideally should be delivered by ethnic facilitators to increase the audience's engagement.

These improvement opportunities link to **Shift 4** required by Te Aorerekura – towards investment in Primary Prevention. **We particularly want to highlight the diversity within ethnic communities and the need for adult education about healthy relationships and consent so that all generations can develop the skills for preventing family violence and sexual violence.**

7. Prevention projects must come from within communities.

Achievements and progress made in this area since 2019.

- 2020 MfW funded community-based prevention projects resulting in the development of a Preventing Child Sexual Abuse workshop (Shama), Parents as Protectors (Women2Women), and social media campaigns (W2W and Mituakiri).
- Let's Talk videos have been created and distributed by communities
- The Joint Venture (2022) has funded six more community prevention projects across New Zealand through Shama.
- ACC has released funding to prevent Child Sexual Abuse that invites community-specific responses including from ethnic communities (available on GETS)

- Office for Seniors has released funding to prevent violence that invites responses specifically from ethnic communities.
- The Ministry for Women released funding to a range of NGOs that support women and girls, including many with ethnic community's focus, to improve connections for isolated people and projects that prevent violence. These projects were run by the African Scholarship Trust for Education and Leadership, Auckland North Newcomers Network, Changemakers, CNSST, House of Peace, Tauranga Multicultural Council, The Asian Network Link and The UMMA Trust.
- CNSST has worked with the Asian health service to develop a perinatal and postnatal health violence prevention project starting in March and aiming to impact mothers and families from the Asian community

Improvement opportunities identified in the Hui

- ❖ Several people pointed out that it is important to assess the outcomes of projects. This knowledge will help us better understand how to work on the intersectional pieces of prevention work, create more collaboration, learn from lessons, and develop frameworks.
- ❖ The participants acknowledge that there are several communities very isolated which do not have access to resources, so there are still barriers to overcome to ensure there is equal access to opportunities.
- ❖ Finally, the participants agreed that networking and more robust connections are key to initiating dialogue and conversations in communities. This would create more awareness to agilely respond to violence and harm by answering the real needs of ethnic communities and survivors.

These improvement opportunities link to **Shift 4** required by Te Aorerekura – towards investment in Primary Prevention. **We want to highlight that effective primary prevention will require resourcing ethnic communities' ability to network and create stronger connections. Additionally, the government has a responsibility to ensure non-competitive models of funding to be meaningful and create change.**

8. Racism must be addressed

Achievements and progress made in this area since 2019.

- Addressing racism is central to Te Aorerekura – national strategy for preventing family violence and sexual violence
- Development of Te Aorerekura included substantial consultation with diverse communities, including many ethnic organisations
- In terms of training, addressing racism is included in Making Ethnic Count training and Cultural Safety training (Shama)
- MOJ has developed a racism working group focused on the criminal justice system.

- Anti-racism work more generally is being undertaken by the Human Rights Commission, the Royal Commission of Inquiry into the terrorism attack on Christchurch masjidain, the National Action Plan against Racism and the Social Cohesion Strategy.

Improvement opportunities identified in the Hui

- ❖ The group participants believed that there had not been significant progress in this area of work. The attempts to address racism have not focused on ethnic communities, and as such, there have not been opportunities to build capabilities. Agencies develop positive initiatives to change this reality, such as Making Ethnic Count from Shama, so there is the expectation that the reports will translate into broader actions. The belief can be translated back to the lack of data about ethnicity, which seems to be invisible.
- ❖ The participants mentioned that it is important to address racism, validating the narratives of ethnic communities. Stories and experiences are critical components of identities, so they should be considered when understanding the realities better and talking about the data. It would help to address racism barriers such as shame and stigma.
- ❖ It is important in the sector to recognise when intra ethnic tension takes the form of racism or other issues. Working collaboratively allows greater recognition of diversity and an increased understanding in our communities. It also allows us to tailor resources to the need of each community. Thus, participants agreed that the funding should be more accessible for small agencies, and agencies should connect better to enable greater responsiveness to meet the needs of communities.

These improvement opportunities link to **Shift 5** required by Te Aorerekura – towards safe, accessible and integrated responses. We note that addressing racism is not an action required by Te Aorerekura. **We want to highlight that naming and addressing racism continues to be an important feature of developing safe services for ethnic people and creating healing environments.**

9. The resourcing of cultural groups.

Achievements and progress made in this area since 2019.

- Establishment of Ministry for Ethnic communities
- Ethnic communities' development fund - allows groups to build their own community and activities
- COVID funding has been diverse to enable social connection
 - Charities Services page on Covid
 - Ministry of Social Development Funding CAPF and essential social services
 - Lottery Covid-19 Community Wellbeing Fund
- MEC: Increase of women navigating media opportunities such as podcast making, which enables space for dialogue.

Improvement opportunities identified in the Hui

- ❖ The participants of this group mentioned that there is a need of resources and guidance to prevent sexual violence. The lack of ethnic therapeutic models for ethnic survivors can trigger trauma rather than facilitate healing. Therefore, it is important to train and resource therapeutic counselling services.
- ❖ Increasing awareness through education in communities was key for participants. It would help ethnic communities to identify harmful behaviours and break stereotypes. The group highlighted some valuable resources such as podcasts, narratives, and indirect methods that could be built on.
- ❖ Finally, the participants mentioned that there should be a centralized framework which should act as a channel of engagement. So, funding to create those spaces is relevant.

These improvement opportunities link to **Shift 6** required by Te Aorerekura – towards increased capacity for healing. **We note that our communities are driven to improve healing and require therapeutic services that are appropriate for us. We also note that several points above connect with Shift 4 and we welcome investment in primary prevention that can be accessed by all ethnic community groups.**

10. What can allies do to help?

- ✓ This group of attendees was made up of non-ethnic people who attended the Hui. The participants discussed how they can contribute to the conversations created in all the areas of prevention work. Regarding prevention projects, the group acknowledged the importance of empowering and enabling communities to lead their process and offer specialist support where invited and appropriate.
- ✓ Related to the need for all services to build cultural competence, the participants acknowledge high interest in building on those skills. However, there is the need to build relationships between organisations and services, education, and create frameworks that can help services to approach ethnic clients safely.
- ✓ Finally, regarding prevention education for ethnic communities; the participants mentioned that services need to be aware and understand the prevention activities that already exist in communities and support amplifying these avenues. The group also emphasised the need for facilitators that educate perpetrators or use ethnic community organisations to establish conversations about healthy masculinities.

Overall, we noticed that there was a consensus for all work groups about the relevance of data, prevention education and the need to have a national point or service that would act as an agent for all ethnic communities. A key area for improvement for all groups was the importance of diversifying the mechanisms we use to name and describe realities, particularly around language, frameworks, measures and indicators, policy recommendations, expected outcomes, guidelines, good practices, reviews, etc. Related to this point, participants noted the importance of accommodating differences in terms of sex, gender, and sexual identities. Many ethnic LGBTQIA+ people are unable to disclose their identities, hence, they are unable to access services and be supported as survivors of intimate partner violence/family violence. We need to address this and think together about how we can assist the marginalised within the marginalised. These need to be addressed at personal, organisational, and

national levels – especially in recommendations – where we need to diversify beyond the limitations of the binary of sex and gender and heteropatriarchy in general.

Lastly, it is important to mention that the participants acknowledged the achievements and progress made in the last couple of years, and also agree on the importance of continuing to develop more initiatives to ensure that ethnic communities have the support they need to address and prevent harm.