

2024



# ANNUAL REPORT

Shama, Ethnic Women's Trust  
1 July 2023 to 30 June 2024



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## ABOUT SHAMA

Shama, Ethnic Women's Trust (commonly known as Shama), is a charitable trust formed in 2002 after the identification of a gap in available services for ethnic women and children that are run by ethnic women. The founding members of Shama recognised that the challenges faced by ethnic women are complex and unique, and their needs often sit outside what is catered for by mainstream social services and support programmes.

Shama aims to support the development of a truly multicultural New Zealand where all women from ethnic minorities would be fully integrated into New Zealand society, to live lives of dignity, free from fear of violence and discrimination, and be recognised as valuable contributors to their local communities.

# WHAT WE STAND FOR

## VISION

For all ethnic women in New Zealand to achieve their aspiration as Mana Wahine, to be respected and welcomed into their communities and the wider community, free from fear, prejudice and violence.

## MISSION

Shama Ethnic Women's Trust is a vibrant social service agency providing support, advocacy, and programmes in order to empower all ethnic women, their children and their families.

## VALUES

### **INCLUSIVENESS**

Shama will be culturally responsive, and recognise whanau connectedness with significant others, while acknowledging and valuing their differences, and show a high level of empathy and compassion.

### **EMPOWERMENT**

Shama seeks to empower women and uphold feminist principles that seek equity and social justice for women. Shama recognises intersectionality, i.e., that feminism is impacted by other forms of oppression and injustice such as race, class, and sexuality.

### **WOMAN CENTRED**

Feminist

### **AOTEAROA CENTRED**

Shama affirms the mana of Te Tiriti o Waitangi and pledges solidarity with the claims and interests of tangata whenua. In incorporating a partnership model in our work, we recognise Māori as indigenous and first people of New Zealand, and acknowledge the history of colonisation and its impacts.

### **SUSTAINABILITY**

Shama will operate in a manner that is sustainable and is for the long-term benefit of the community as a whole. This includes environmental and financial sustainability.

# OUR PEOPLE

## OUR STAFF THIS YEAR



**Silvana Erenchun Perez**  
Strategic Manager

**Fariya Begum**  
Operations Manager

**Suu Lam**  
Community Development Regional Lead

**Juanita Rojas**  
National Sexual Violence Prevention  
Coordinator

**Ehsan Abdelaziz**  
Community Connector

**Jenifer Alfred**  
Social Worker

**Rejeena Thankachan**  
Social Worker

**Maria Ceballos**  
Support Worker

**Srishti Singh**

Human Resources Coordinator

**Shaleshni Sharma**

Finance and Centre Coordinator

**Jeanie Holland**

Administrator

**Shaimaa Ahmed**

Holiday Programme Staff

**Shiry Scheuer**

Holiday Programme Staff

**Maryam Bakhtiari**

Youth Worker

**Kim McDowall-Yeo**

National Sexual Violence Crisis  
Coordinator

**Bijma Wati**

Centre support

**Maki Rodriguez**

National Sexual Violence Crisis  
Coordinator

**Thoko Vhavha**

Support Worker

**Linh Nguyen**

Holiday Programme Supervisor

**Ushaa Sridharan**

Human Resources Coordinator

**Fazana Najafi**

Youth Worker

**Fatumo Abdi Mohamud**

Youth Worker

**Students in placement:**

Dalila Seraoui

Kachi Ogechi-Okoro

## BOARD OF TRUSTEES



**Chair**

Rachel Simon-Kumar

**Treasurer**

Gladys Stephens

**Trustee**

Priya Kurian

Manuela Soldenhoff

**Deputy Chair**

Sarkaw Randhawa

**Secretary**

Sripriya Somasekhar

# CHAIR'S REPORT

## BOARD OF TRUSTEES

### **Report of the Chair of the Board of Trustees, Shama, Ethnic Women's Trust, AGM 2024**

Tēnā koutou katoa

I am honoured to present the report of the Chair of the Board of Trustees for the year ending June 2024 and welcome you all to Shama's Annual General Meeting.

We have continued to deliver a vast array of services and programmes to ethnic women, their children, families and communities. Our core services (social work, life skill classes, and violence prevention programmes) continued to make a positive impact on thousands of people across the country.

Some of the highlights for the past year were:

- Growing our capacity to support ethnic families experiencing violence, with a second role to work under the Integrated Safety Response (ISR) and by successfully tendering to deliver the Te Huringa o te Ao service to support ethnic men harming and hurting their partners and children, who realise it is time for change. This will complement our work with women who want to stay in their relationships. This is the first time in the Waikato that an ethnic service can develop support for perpetrators with an ethnic sense.
- We also increased our pool of facilitators (from 4 to 12) so we can deliver more parenting and cultural safety workshops across the country.
- In our community development work, we are proud to say we have developed and tested the first healthy relationships programme for ethnic youth. The rangatahi who attended the testing sessions gave great feedback. What is different about our initiative is that instead of focusing on dating, it looks at developing positive relationships with friends, families, and communities, which will still improve romantic relationships.



- The Inclusive Aotearoa Collective Tahono (IACT) have continued their strong presence in the community addressing issues of social cohesion and respectful recognition of communities through the principles of Te Tiriti.

Financially, we have continued to strengthen our position. Shama has remained solidly financially solvent in a year of financial uncertainty. In 2024, we also adopted the Social Worker's pay equity and standardised wages for all staff across the organisation while also further improving working conditions for staff. While we celebrate our financial prudence, we also maintain vigilance on our budgets for the year ahead.

We are extremely thankful to our funders for their generous support, which allows us to continue doing what we do. We are also very proud that government agencies have granted us new contracts, showing trust in our services.

After a period of continued growth in the last years, it was important to revise our structure and processes to ensure that we are able to cope and respond at all levels (governance, management, and operations). We have created the Operations Manager role to ensure that our staff has more support to do their work, while the Strategic Manager can focus on achieving our strategic goals.

On the Board, our Trustees have continued to work on our strategic governance systems and skills. Among the key pieces of work undertaken this year includes the implementation of pay equity for staff; development of the Governance Charter; implementation of a new Management structure; and progressing with plans to institute a stipend payment for the Board of Trustees. We also welcomed Manuela Soldenhoff into the BOT.

I want to thank the Board of Trustees for 2023-24 – Priya, Gladys, Sarkaw, Sripriya and Manuela – and our Advisor Cayathri and Nora, who joined our advisory this year, for their acuity, sound advice and support, which have been extremely important for me as I carried out my duties as Chair.

Our staff are committed, motivated and often go well beyond the call of duty to support our clients. On behalf of the BOT, I extend my gratitude to all staff who do amazing frontline work that upholds Shama's excellent reputation in the sector.

But this work couldn't be done without the support of the administration team.

I especially want to thank our Strategic Manager, Silvana Erenchun Perez; Fariya Begum, who led the social services team and then stepped up in the middle of the year to be our new Operations Manager; and Suu Lam, who led the community development team, for their tireless enthusiasm and effective leadership.

Finally, looking ahead, we are in a strong position to achieve Shama's strategic goals. Our focus on the next year will be to continue to develop our systems to manage our growth from a small to a medium-to-large organisation.

Our focus is to strengthen our asset base and expand our donor pool. We will continue to encourage and reward excellence within our organisation.

Our vision of supporting all ethnic women in Aotearoa, New Zealand, gives us the mandate to expand our services nationally.

On the Board, our focus will be on succession and delivering impact.

Finally, as our role as kaitiakitanga of Shama, we will continue to keep alive our values that have brought us here so far.

Sincerely,



Rachel Simon-Kumar, Chairperson  
23rd November, 2024

#### Our Board

Sarkaw Randhawa, Deputy Chairperson

Sripriya Somasekhar, Secretary

Gladys Stephens, Treasurer

Priya Kurian, Member

Manuela Soldenhoff, Member

#### Our Advisors

Cayathri Divakalala

Nora Milena Arango Bedoya

# FINANCIAL REPORTS

## STATEMENT OF FINANCIAL PERFORMANCE

Shama, Ethnic Women's Trust  
For the year ended 30 June 2024

'How was it funded?' and 'What did it cost?'

Account	Notes	2024	2023
<b>Revenue</b>			
Donations, Fundraising and Other Similar Revenue	1	1,858,266	1,492,806
Revenue from Providing Goods or Services	1	192,597	163,160
Interest, Dividends and Other Investment Revenue	1	35,008	21,387
<b>Total Revenue</b>		<b>2,085,871</b>	<b>1,677,353</b>
<b>Expenses</b>			
Volunteer and Employee Related Costs	2	904,296	789,808
Costs Related to Providing Goods or Services	2	980,104	801,635
Other Expenses	2	8,734	10,773
<b>Total Expenses</b>		<b>1,893,134</b>	<b>1,602,216</b>
<b>Surplus/(Deficit) for the Year</b>		<b>192,737</b>	<b>75,137</b>

This statement should be read in conjunction with the attached Audit Report.

## STATEMENT OF FINANCIAL POSITION

Shama, Ethnic Women's Trust

As at 30 June 2024

### 'What the entity owns?' and 'What the entity owes?'

Account	Notes	30 Jun 2024	30 Jun 2023
<b>Assets</b>			
<b>Current Assets</b>			
Bank Accounts and Cash	3	1,594,466	1,587,838
Debtors and Prepayments	3	24,038	18,320
Other Current Assets	3	1,856	0
<b>Total Current Assets</b>		<b>1,620,360</b>	<b>1,606,158</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	6	13,078	19,979
<b>Total Non-Current Assets</b>		<b>13,078</b>	<b>19,979</b>
<b>Total Assets</b>		<b>1,633,438</b>	<b>1,626,137</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and Accrued Expenses	4	33,488	64,898
Employee Costs Payable	4	81,617	81,985
Unused Donations and Grants with Conditions	4	800,199	902,266
Unused Donations and Grants with Conditions - IACT	4	272,205	323,795
<b>Total Current Liabilities</b>		<b>1,187,508</b>	<b>1,372,945</b>
<b>Total Liabilities</b>		<b>1,187,508</b>	<b>1,372,945</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>445,929</b>	<b>253,192</b>

**Total Assets less Total Liabilities (Net Assets)**

<b>Account</b>	<b>Notes</b>	<b>30 Jun 2024</b>	<b>30 Jun 2023</b>
<b>Accumulated Funds</b>			
Accumulated Surpluses or (Deficits)	7	444,580	251,843
Reserves	7	1,350	1,350
<b>Total Accumulated Funds</b>		<b>445,929</b>	<b>253,192</b>

This statement should be read in conjunction with the attached Audit Report.

## STATEMENT OF SERVICE PERFORMANCE

Shama, Ethnic Women's Trust  
For the year ended 30 June 2024

### 'What did we do?', 'When did we do it?'

#### Description of Entity's Outcomes

The expected outcomes of our work for the Waikato are:

1. Ethnic communities can access culturally safe support when facing violence.
2. Ethnic women have:
  - a) increased confidence;
  - b) greater connectedness in the community;
  - c) stronger social support networks;
  - d) decreased incidences of family violence and sexual violence.
3. Ethnic families thrive as parents and have good tools and knowledge to parent their children in a positive way.

4. Ethnic youth feels valued, confident, connected and with a deep sense of belonging to Aotearoa.

5. Ethnic families and communities feel included in New Zealand society; they develop a sense of belonging and they feel valued by the wider community.

**For all of New Zealand, the expected outcomes are:**

1. Ethnic people can access culturally competent support when they have experienced family/sexual violence to overcome these complex challenges.

2. Ethnic people are confident to actively prevent sexual violence within their communities.

3. Ethnic communities can access safe and appropriate support if they have experienced sexual harm.

Account	Actual 2024	Budget 2024	Actual 2023
<b>Description and Quantification of the Entity's Outputs</b>			
Number of ethnic women and their families supported in a culturally competent way if they are experiencing family violence or complex situations	901	650	637
Number of life skills classes, programmes, and events where ethnic women can upskill themselves, connect with others, and learn more about New Zealand institutions and society	64	50	64
Number of workshops on family violence, legal rights and parenting in the New Zealand context	61	40	39
Number of women attending life skills classes, workshops, programmes and events	1,534	1,350	1,300
Number of people who accessed our programmes and services	2,000	1,400	1,994

Account	Actual 2024	Budget 2024	Actual 2023
Number of programmes targeting youth, seniors, new mothers and children	24	20	23
Provide volunteering opportunities so ethnic women can gain New Zealand work experience and have New Zealand referees	32	35	56
Increased collaboration with other organisations	100	50	60
Number of different platforms that people can contact us	10	15	10
Provide access to a safe and vibrant centre where ethnic women can find the information and support to overcome difficult challenges. Also provide a space where women can socialise and connect with others.	2	2	2

## INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of Shama, Ethnic Women's Trust



### Opinion

We have audited the performance report of Shama, Ethnic Women's Trust (the "entity") on pages 2 to 19 which comprises the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 30 June 2024, the statement of financial position as at 30 June 2024, the statement of accounting policies and other explanatory information.

In our opinion,

- (a) the reported outcomes and outputs and quantification of the outputs to the extent practicable, in the statement of service performance are suitable;
- (b) the performance report on pages 2 to 19 presents fairly, in all material respects:
  1. the financial position of Shama, Ethnic Women's Trust as of 30 June 2024 and of its financial performance and cash flows.
  2. the entity information; and
  3. the service performance for the year then ended in accordance with Public Benefit Entity Simple Format reporting – Accrual (Not-For-Profit) issued in New Zealand as applicable to Tier 3 not-for-profit entities by the New Zealand Accounting Standards Board.

We communicate with the Board of Trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Other Matters

The performance report for the year ended 30 June 2023 was audited by another auditor who expressed an unmodified opinion on that report on 22 December 2023.

The engagement director on the audit resulting in this independent auditor's report is Tadius Munapeyi.

From and on behalf of:

*Hall Chadwick NZ*

Hall Chadwick NZ Limited  
CPA Public Accountants  
Auckland  
Date: 29 November 2024

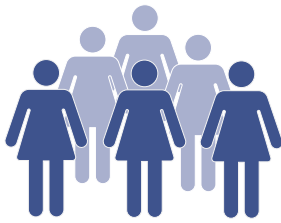
HALL CHADWICK 



# THE YEAR AT A GLANCE

## SOCIAL SERVICES

Last year, our team provided social work support, counselling, advocacy, connections, and practical support through food parcels and other essential items.



998 REFERRALS RECEIVED

868 PEOPLE SUPPORTED

## COMMUNITY DEVELOPMENT

### IN WAIKATO:

We hosted **8** SuperShero workshops, **100** participants, **23** participants average per workshop.

We run **5** weeks of Children Holiday programme, **47** children registered.

We offered **21** activities for youth and more than **150** young people participated.

At our centre, we offered **7** weekly classes, delivered by **12** volunteer tutors, **184** women participated. **645** hours of lifeskill classes.



### ACROSS THE COUNTRY WE DELIVERED:

**10** Cross-Cultural Parenting workshops across **6** cities: Auckland, Dunedin, Invercargill, Hamilton, Oamaru and Christchurch. 146 ethnic parents participated.

**5** Child Abuse Prevention workshops across **4** cities: Oamaru (**2**), Auckland, Hamilton, and Invercargill. **53** ethnic parents participated.

**14** Cultural Safety workshops across **4** regions and **12** towns. We had **202** participants.



**WE HOSTED 6 EVENTS:**

**3** in our centre in Waikato:  
Shama's Open Day, End of Year Celebration and International Women's Day 2024.  
More than **150** people participated.

**1** in Bay of Plenty :  
Ethnic Women's Hui.  
**35** participants

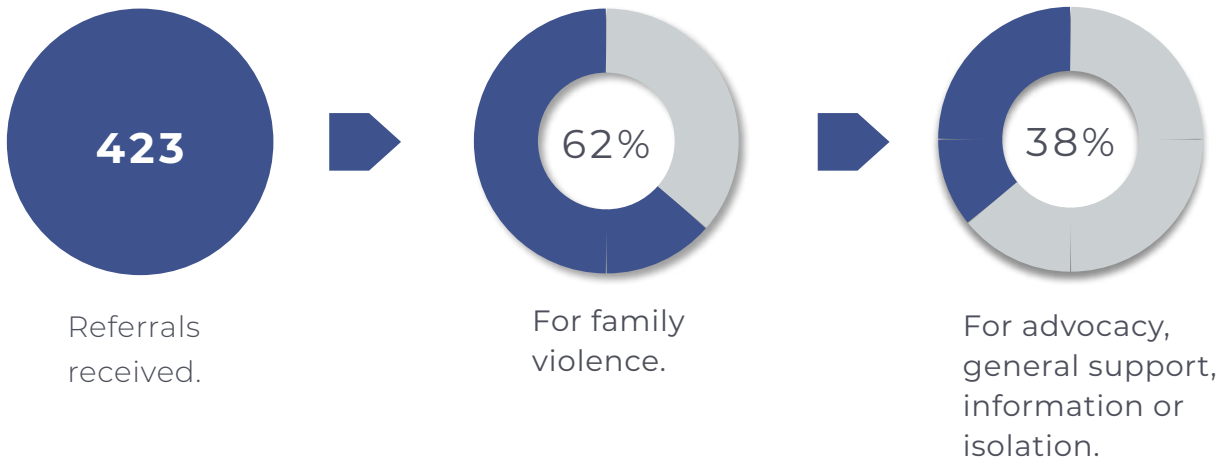
**2** National online events:  
Connections! Hui and International Women's Day.  
**80+** people participated.



# OUR WORK

## SOCIAL SERVICES

In the Waikato, we received 423 referrals for family violence, advocacy, general support, information or isolation.



### CLIENT FEEDBACK

From the evaluations forms completed;

99% Stated that they felt respected by Shama staff.

92% Stated that they could easily access our service.

**One person did not answer the question.**

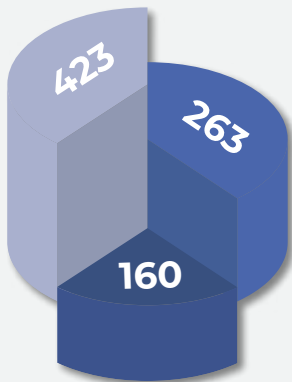
### QUOTES FROM CLIENTS:

*"Sister you were very supportive . Thank you for all the support, my children kissed the floor of the new house. We are very lucky to have you with us"*

*"Shama staff are great. Will call if I need help in the future."*

*"I am so relieved to have an organisation like Shama. I wouldn't be able to be here without their support. Thank you all."*

*"Thank you very much, because of you I don't feel lonely and feel very supported"*



- 423** Received referrals
- 263** For family violence
- 160** For advocacy, general support, information or isolation

## REGIONAL

### SOCIAL WORK SUPPORT

Shama provides culturally competent assessments, home visits, safety plans, advocacy, and support.

Once a referral has been received, the social worker gathers as much information as possible to identify both areas of concern and areas of strength. This information from the assessment is then used to develop a social work intervention appropriate to the client's needs. That intervention plan is used to empower the women, responding to

their individual needs, with clear time frames that can be used to review progress. The plan is reviewed and revised on a regular basis.

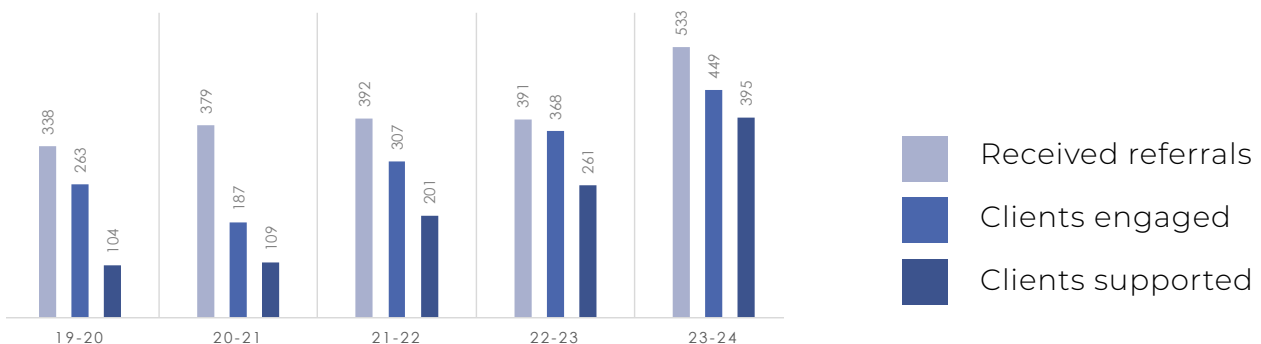
84% of the clients engaged



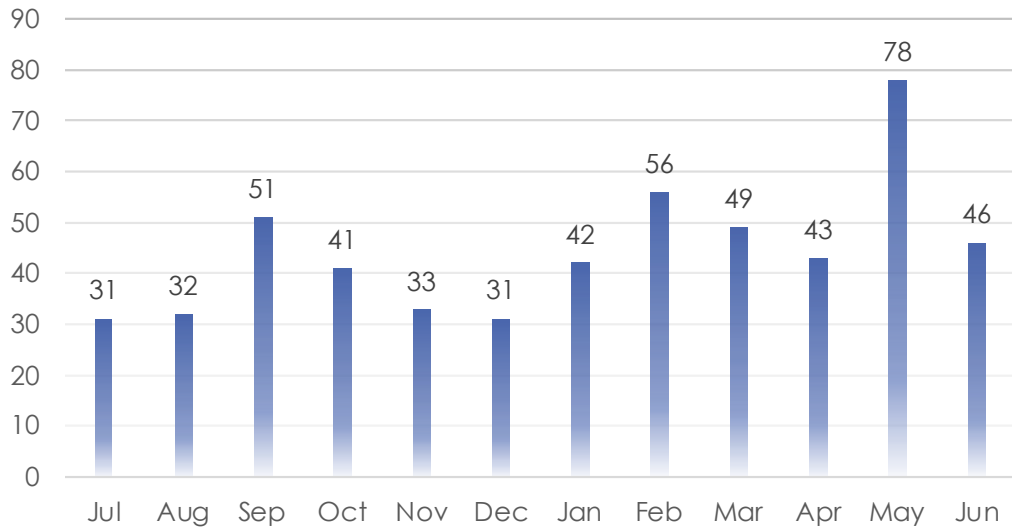
74% of the clients accepted to receive support



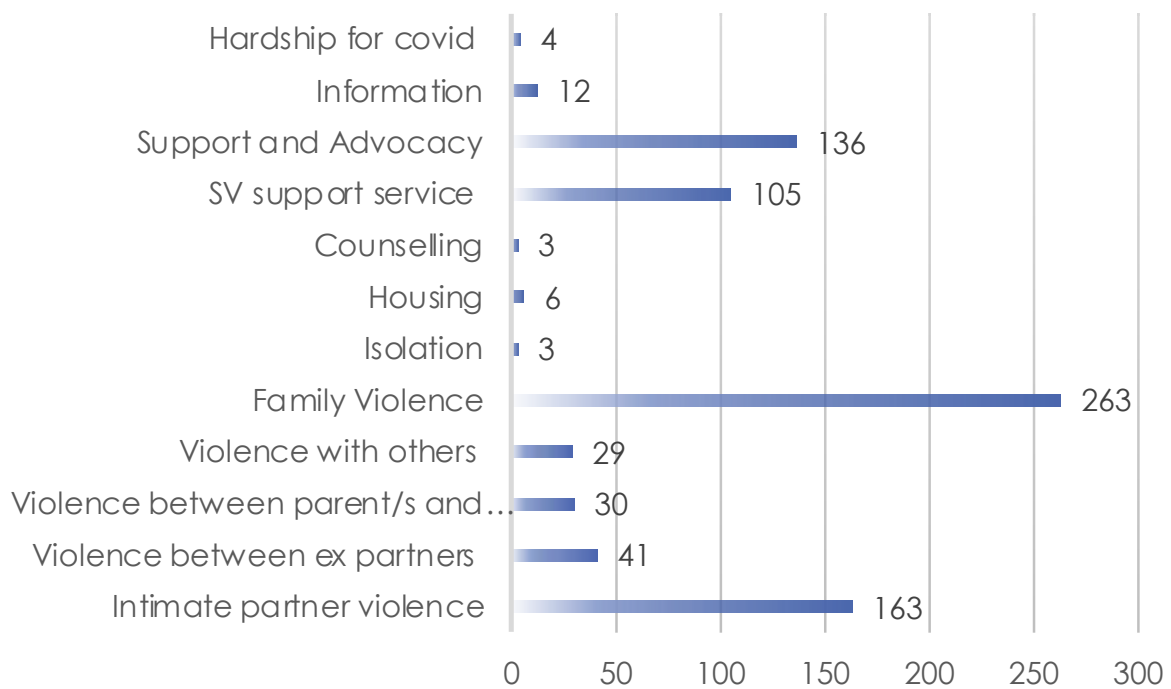
### GROWTH IN THE LAST 3 YEARS



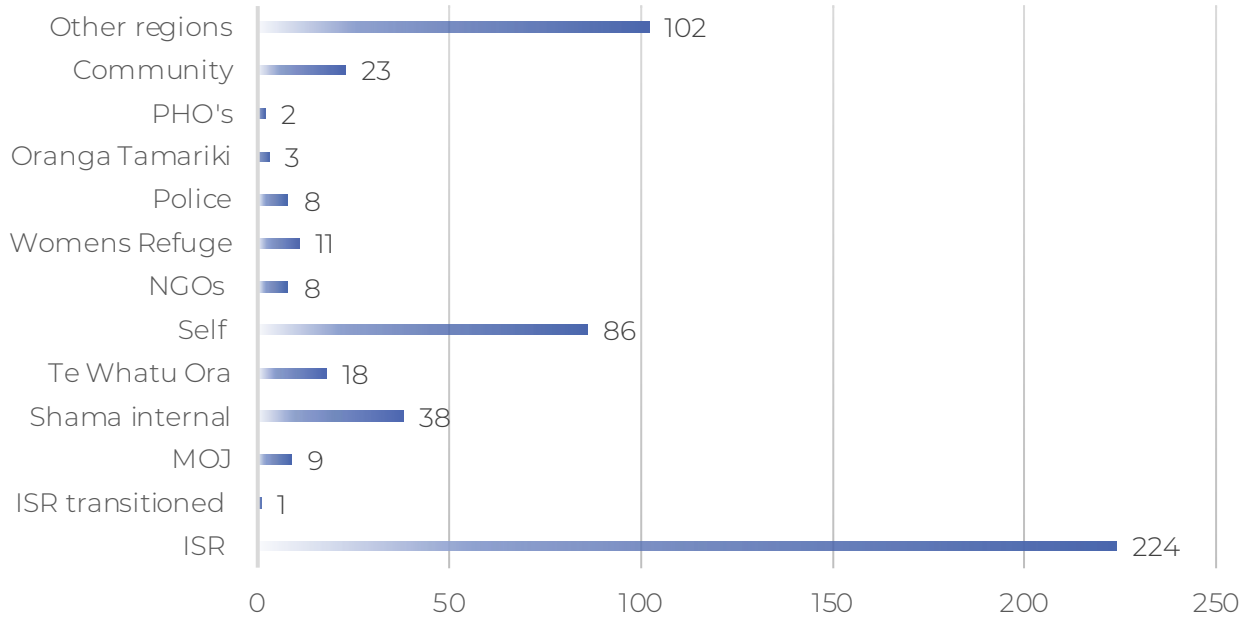
### NEW REFERRALS PER MONTH



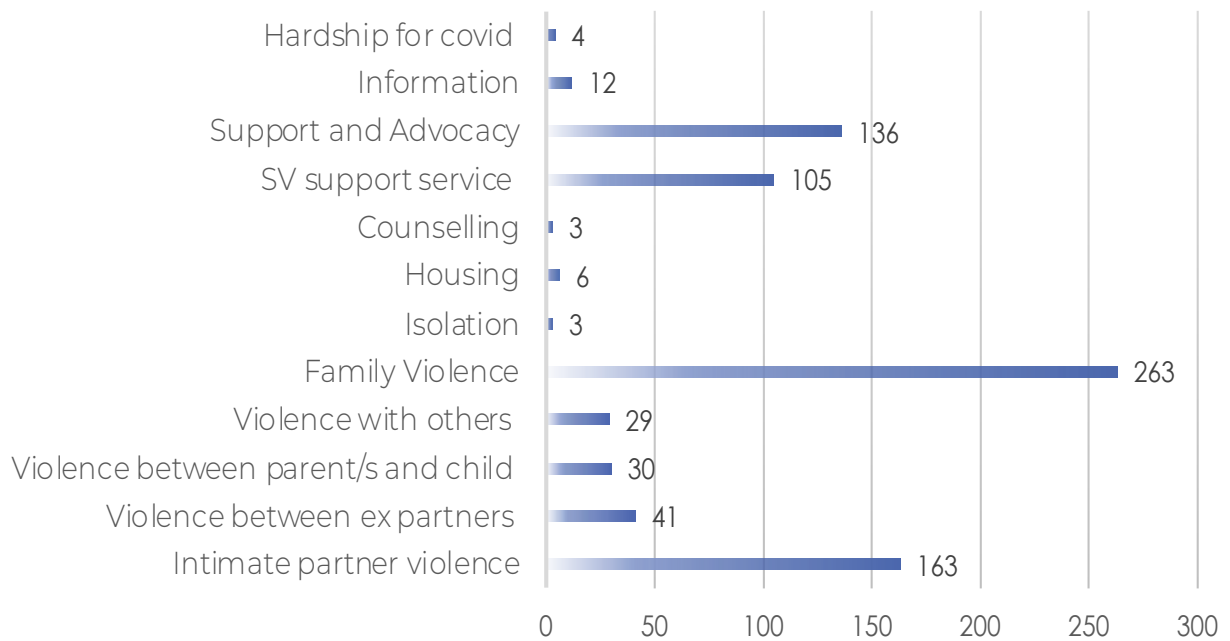
### SOURCE OF REFERRALS



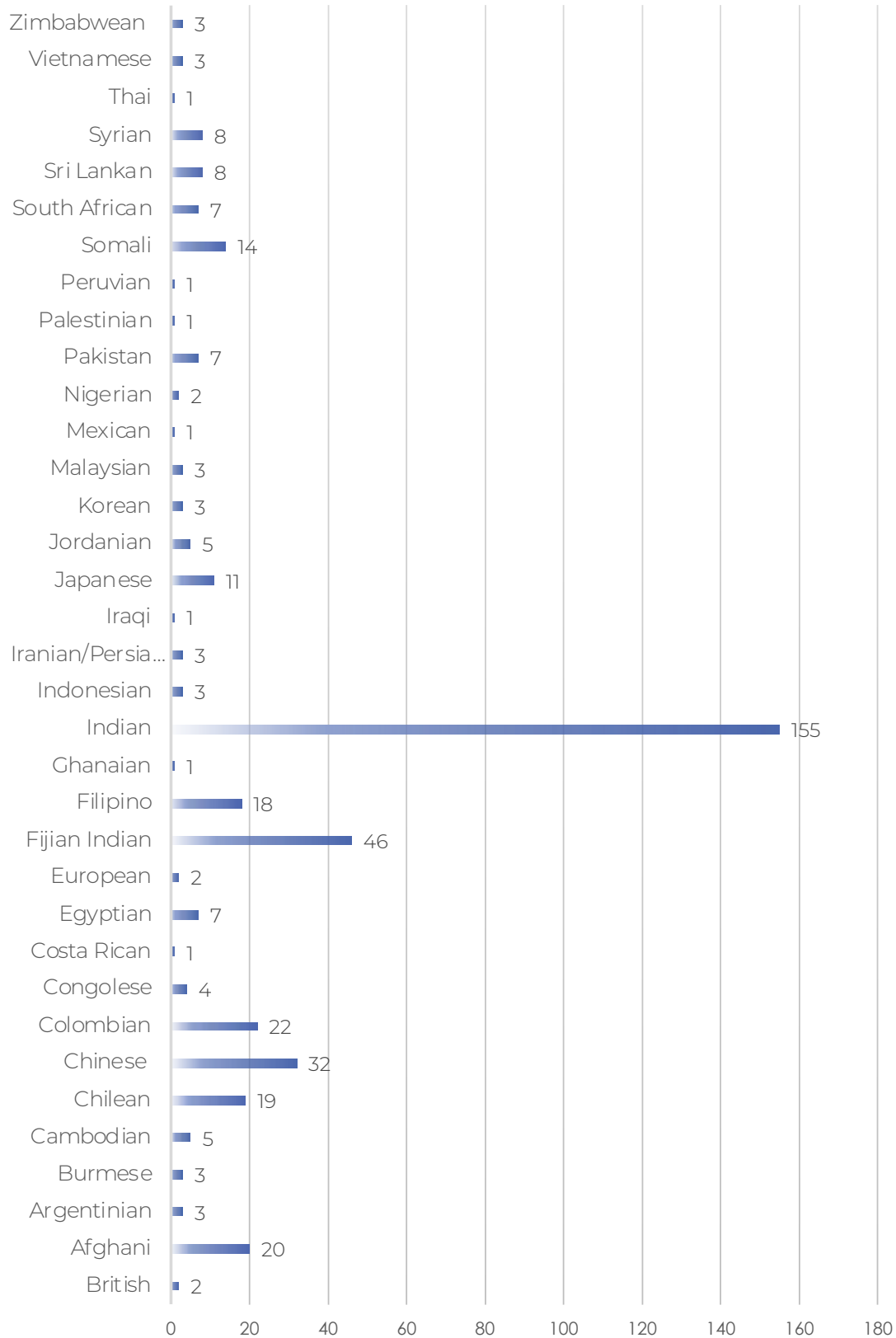
### SOURCE OF REFERRALS



### REASONS FOR REFERRALS



## ETHNIC GROUP



## COUNSELLING

Our counsellor offers support for ethnic people facing problems related to grief and loss, interpersonal issues, depression, anxiety, self-esteem and other concerns. We offer a safe, confidential and non-judgmental service.

In the sessions, the Counsellor provides support to identify strategies that will help clients to manage their life, to set goals and cope with complex and sometimes unexpected challenges.

We also refer clients to our trusted partners when there is a waiting list.

31 clients received counselling



115 sessions of counselling delivered



## COMMUNITY CONNECTOR SERVICE

Provided support by delivering food parcels or other essential items to people isolating or experiencing hardship with COVID. This service finished on the 30th of September 2023.



465 people, in 132 households received support

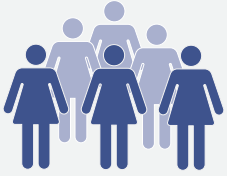
## ONE TO ONE PARENTING SUPPORT

We provide one to one support for ethnic parents struggling to raise their children in a new environment like Aotearoa/New Zealand.

In the sessions, we cover topics such as ethnic family – culture and parenting, New Zealand context of parenting (Pākehā and Māori culture in parenting), New Zealand laws related to children, children's rights, children's needs and development goals, positive parenting principles and tools and tips for positive parenting.

Before the parenting session starts, Shama's social worker will do an assessment of the issues the parents are struggling with, so the facilitator can address them during the sessions. **14 sessions, 8 parents (1 male and 7 females).**





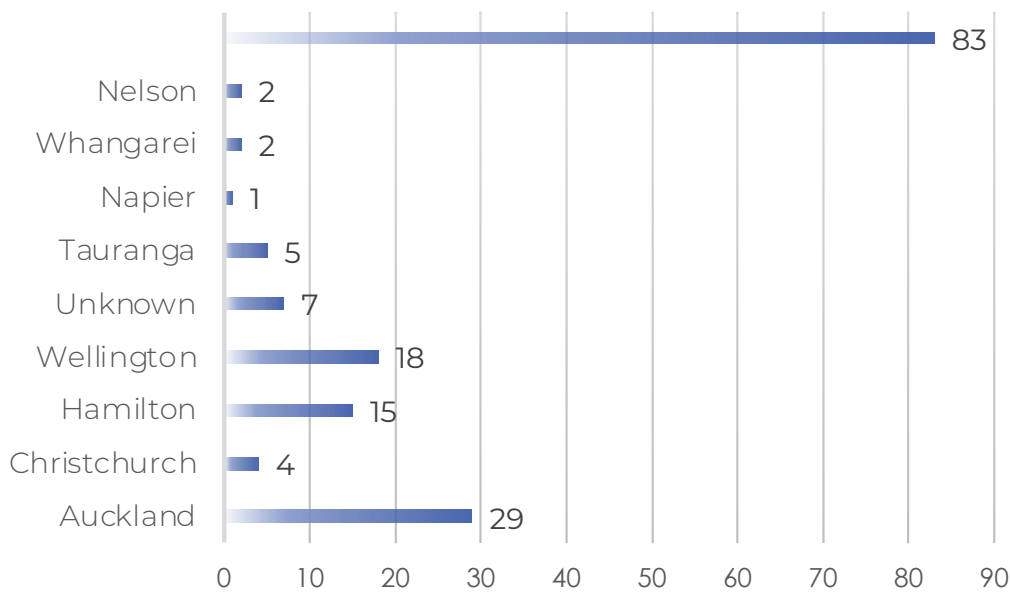
76 clients supported  
48 agencies advised  
or supported to work  
with ethnic clients

## NATIONAL

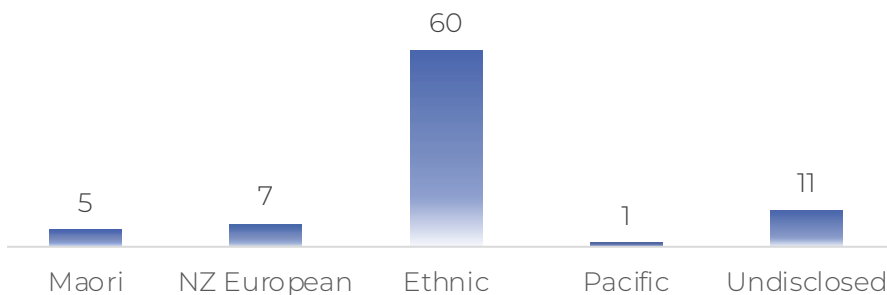
### NATIONAL SEXUAL VIOLENCE CRISIS SUPPORT

We support ethnic people who have experienced sexual violence. The Crisis Coordinator meets with the client to do an assessment and connects them with a local support service. She works as a bridge between the client and the service, so they understand each other's needs and the client can have a good experience with them.

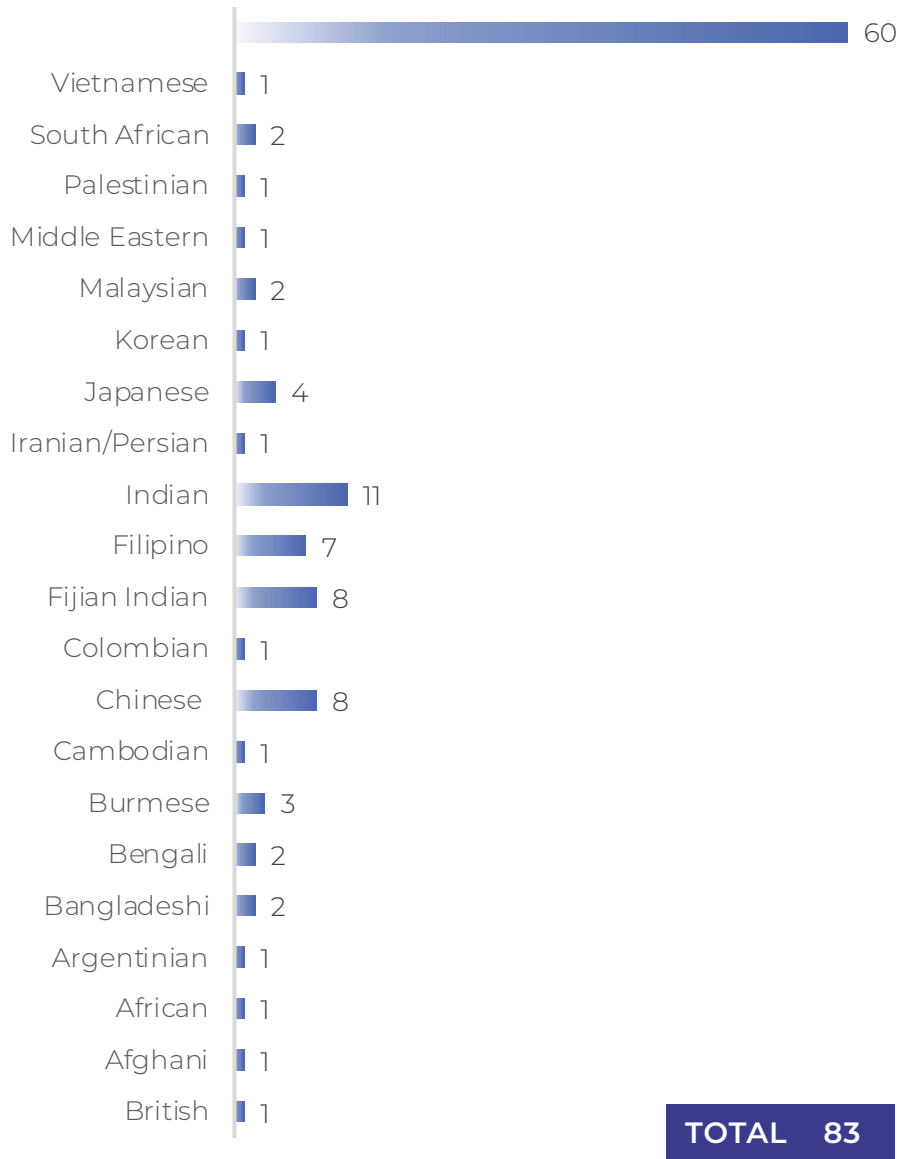
#### CLIENTS' CITIES IN NZ



#### FOR CLIENTS ETHNICITIES - BIG GROUPS



### CLIENT'S DIVERSITY WITHIN THE ETHNIC GROUP



### COUNSELLING - ACC SENSITIVE CLAIMS

Through the ACC Integrated Services for Sensitive Claims (ISSC), we provide support for ethnic people in New Zealand, including visitors to the country who have experienced sexual violence. We may also be able to help if you're a New Zealand resident and have experienced sexual violence while travelling overseas. It doesn't matter if the event happened recently or a long time ago.

**73 clients were referred, 41 clients engaged and 27 were connected to a counsellor**

# COMMUNITY DEVELOPMENT



## REGIONAL

### SUPERSHEROES

This programme offers a safe space where ethnic women feel comfortable and confident to share their stories and views while learning practical tools to increase their self-confidence and self-esteem.

With different topics and facilitators,

each workshop stands on its own, and the tools and skills to gain confidence would differ in each session.

### TOPICS COVERED

- Fitness and Self-confidence
- discovering your talents and moving toward to your dreams
- Breathwork
- Self defence
- Letting go to be yourself
- Stress Management and Coping Strategy
- Maori perspective on mindfulness and wellbeing

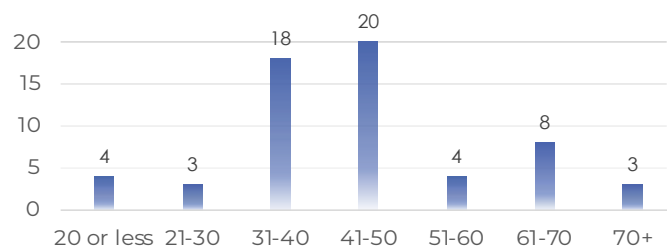
### 8 SUPERSHERO WORKSHOPS

100 participants

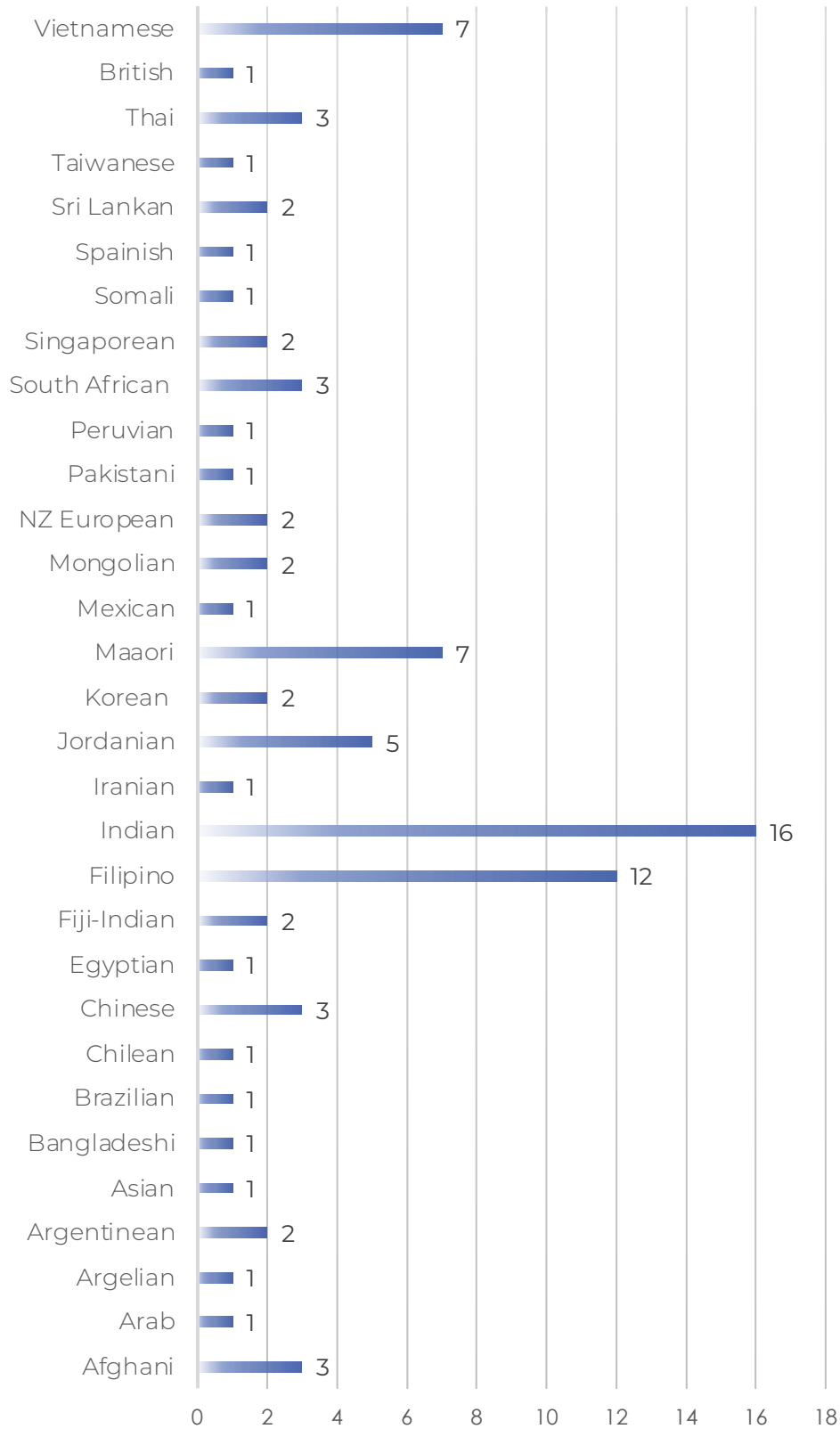
23 participants average per workshop

39 participants came to more than 1 workshop

### PARTICIPANT'S AGE GROUP



## PARTICIPANT'S ETHNICITY





## POWER TO CHANGE

In this programme (10 sessions), ethnic women learn to identify early signs of violence and ways to prevent it; they learn and understand their rights as a woman in Aotearoa New Zealand; learn more about services and support available in the community, and they hear speakers from Government and community organisations involved in dealing with family violence.

In the sessions, there are different guest speakers: ethnic women coming to tell their stories of leaving violence behind, a policewoman comes to share about the Police role when dealing with violence in the family, a family lawyer, a Women's Refuge representative, Work and Income and other stakeholders; so women can really take informed decisions and know who and what to do. We also have a session to learn about self-care and mindfulness, supported by a counsellor guest speaker.

This workshop is specially designed to address fears and misconceptions from people who have not grown up in New Zealand and that Kiwis may take for granted; we also provide a safe space where women can reflect in terms of their culture and how some views could be enabling violence; finally how to address or change this without losing their cultural identity, and finding solutions that work for the family. We also explain what is violence in New Zealand since the definition is quite broad than in many other countries.

Moreover, Power to Change serves to reduce social isolation and minimize risk as participants form a safety network for each other.



1 workshop, 10 sessions, 13 agents of change in their communities



### SCHOOL HOLIDAY PROGRAMME

This programme runs for one week in each school holiday and for two weeks in the summer break. It is for children aged 5 to 13 years. The activities include arts and crafts from around the world, sports, fun games and an outdoor trip.

### 5 WEEKS OVER THE YEAR

47 children registered, 16 children attending daily (average)

### FEEDBACK

“Very happy and very good”

“The kids come home very happy”

“The program was excellent and it would be great if it was arranged for more days”

“The kids enjoyed CHP”



### FEEDBACK FROM CHILDREN

“Thank you for your whole time” Rishaan and Johann, and “for always being nice and kind with us” the rest added

“Love baking activity” Amna said, and some of the kids agreed with Amna

“The trip to garden was a wonderful time”, most of the kids said



## YOUTH PROGRAMME

The Youth Explore programme provides ethnic youth a safe space where they can develop and grow into their best potential self. The aim of this programme is to provide a foundation for our youth to grow and flourish as there are opportunities for them to engage in deep conversations and form solid friendships.

The programme comprises a series of workshops, community engagements, interactive activities, and an overnight camp that challenge the youth to step out of their comfort zones and accept new challenges.

## 21 ACTIVITIES

150+ young people participated





## LIFE SKILL CLASSES

Shama offers weekly life skill classes for ethnic women. These are great opportunities for women to practice their English and develop friendships. In 2023/24, we offered English, sewing, cooking & conversation, computer, yoga and upcycling.

## 7 WEEKLY CLASSES

12 volunteer tutors  
645 hours  
184 women participated in the classes.



## EVENTS

### OPEN DAY





END OF YEAR CELEBRATION



INTERNATIONAL WOMEN'S DAY



# WHAT IS NEW?



## WELCOMING TOURS

This initiative provides opportunities for ethnic women and newcomers to explore key public and community spaces in Hamilton, to understand the support systems in the city and develop connections and trust with services.

We organised 4 outings/tours for ethnic people new to our city so they know about these places and then take their families, friends and communities.

The first tour was a real success! Our group visited Hamilton City Council, the Museum, Art Gallery and the Central Library.

These positive experiences encourage participants to invite others in their communities to visit as they see that they are safe and welcomed.

Our volunteers and staff members have experience and knowledge about these spaces and skills to guide the participants during the visits.

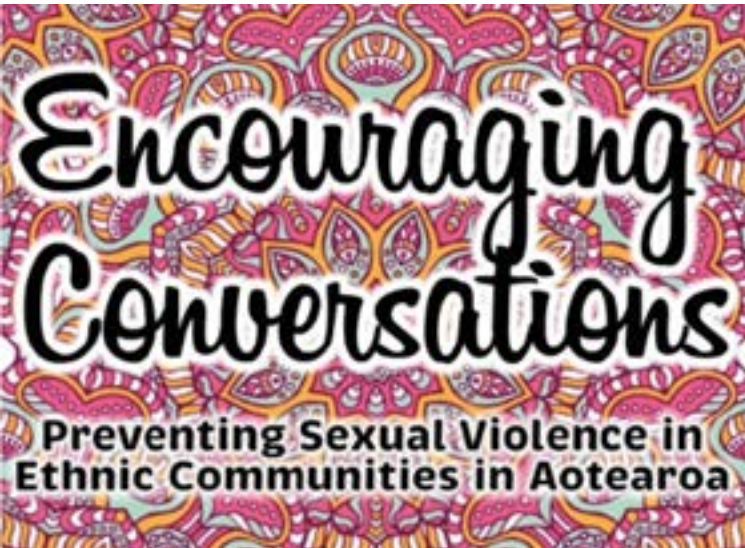
Through these outing trips, the participants build trust and relationships with each other, with Shama's team, and with other services.

We also took steps so they keep visiting these places, for example, at the library we helped them to get a library card.



# NATIONAL

## FAMILY AND SEXUAL VIOLENCE PREVENTION



### COMMUNITY TRAINING AND PROJECTS

Provide training to ethnic community groups across the country to develop their skills to prevent sexual violence within their communities.

#### **In this programme we provide:**

Initial training on approaches that have proved to work in preventing sexual violence worldwide.

Six months of ongoing support in the creation of a project that addresses sexual violence and how to prevent it in their community.

2,000 dollars to support the elaboration and dissemination of the creative project.

Introducing the community to a national network of ethnic people working on this topic. In this network, we support the groups by offering connections between the communities and continued learning.

### WHAT HAPPENED THIS YEAR:

We supported three groups with their projects.

To increase the reach of the projects, we produced a podcast of five episodes, sharing the stories of five different groups and their journeys in completing them.

3 PROJECTS SUPPORTED

2 PROJECTS COMPLETED



## PROGRAMMES FOR PARENTS

### CROSS-CULTURAL PARENTING

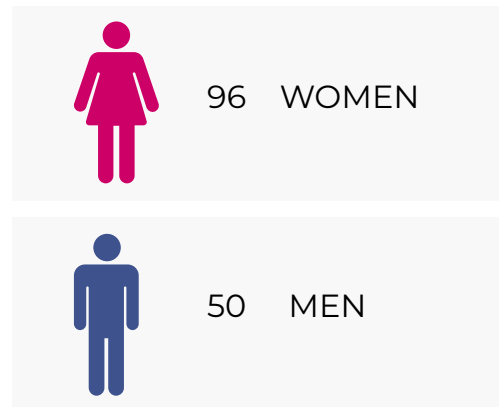
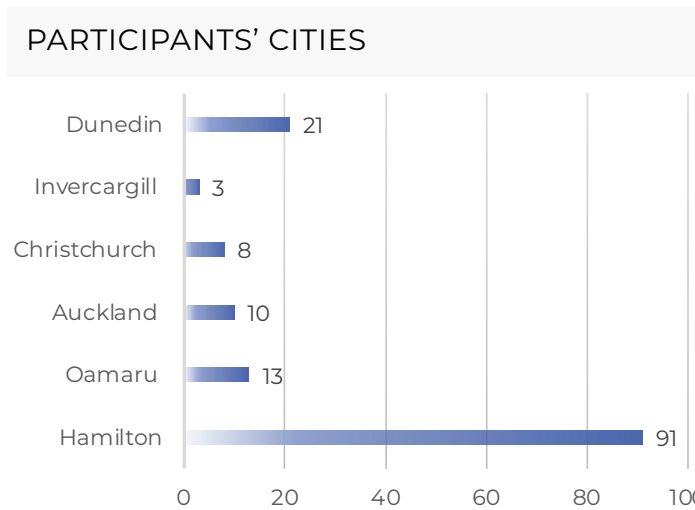
These workshops allow parents who are migrants to New Zealand to explore positive parenting within their own cultural context. It encourages parents to think about the challenges and opportunities of parenting

well within a New Zealand context, supporting participants to consider the values that underpin their parenting vs. other parenting practices.

The course includes specific information about laws related to parenting in New Zealand and encourages participants to develop parenting strategies within these parameters.

### 10 WORKSHOPS

6 cities - Auckland, Dunedin, Invercargill, Hamilton, Oamaru, Christchurch  
146 participants



### CHILD ABUSE PREVENTION

This course is designed as an entry level session to support parenting skills that keep children safe from sexual abuse, specifically in contexts where parents are new to New Zealand. It uses a culturally appropriate framework to practice common exercises that are known to increase protective parenting skills – such as talking about, practicing words for and discussing the values behind naming body parts; developing skills to talk openly with children and considering safety in a New Zealand context.

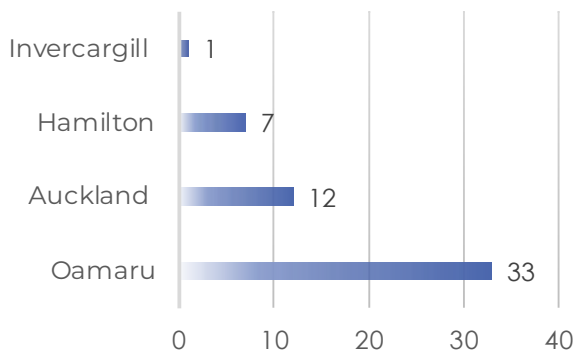
The course is 2 hours long, with approximately an hour afterwards to mingle and chat further with participants. It is designed to be run face to face with two facilitators.

### 5 WORKSHOPS

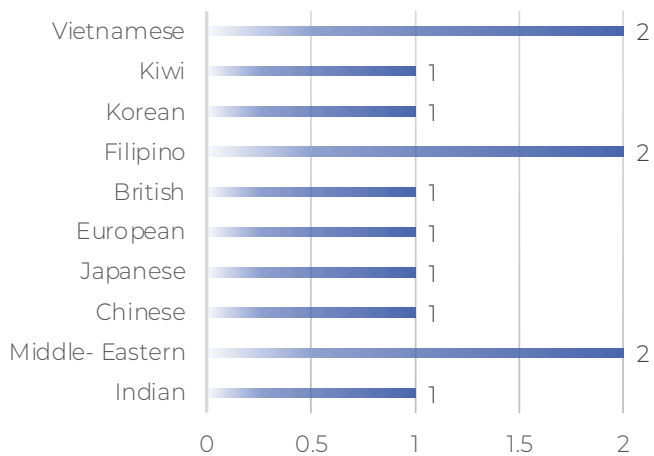
4 cities, Oamaru (2), Auckland, Hamilton, Invercargill, 53 participants.



#### PARTICIPANTS' CITIES



#### PARTICIPANTS' ETHNICITIES





## FAMILY AND SEXUAL VIOLENCE RESPONSE

### CULTURAL SAFETY TRAINING FOR CRISIS RESPONSE SERVICES

This 1-day session equips mainstream crisis services to engage/help ethnic communities better. It can be run face to face or through Zoom.

This course is designed for organisations working with ethnic clients in the fields of

family or sexual violence. It includes skills to increase intercultural practice, skills to talk about family and sexual violence with culturally diverse and migrant clients and practice based knowledge, including essential elements to explore with culturally diverse clients. The workshop is tailored to each region's needs through pre-evaluation survey analysis. It includes a cultural icebreaker, case analysis, case studies and ethnic-friendly practices for your organisation. Participants gain theoretical knowledge and practical tools to take back and use with their ethnic clients. They also take communications tips for asking critical questions about faith, culture, racism, and visas.

**This training responds to actions of 3 shifts out of the six from the Te Aorerekura National Strategy to Eliminate Family Violence and Sexual Violence.**

#### **Shift Three:**

Help ensure specialists, general, and informal workforces are equipped to safely respond, heal and prevent, and enable wellbeing.

#### **Shift Five:**

Help enable us to provide safe, accessible and integrated responses.

#### **Shift Six:**

Help enable us to increase capacity for healing, and acknowledge and address trauma for people and whānau.

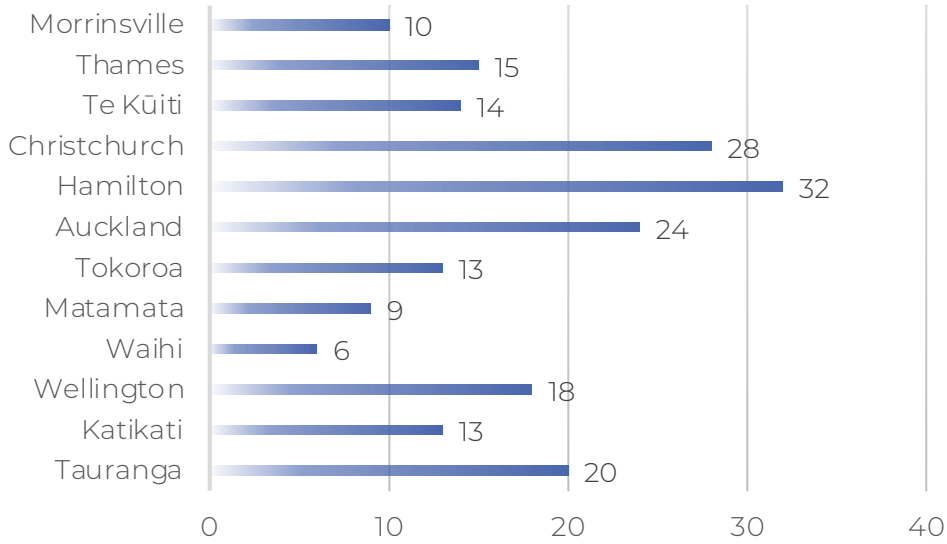
#### **14 workshops**

4 regions and 12 towns

202 participants

155 evaluations completed

### PARTICIPANTS' CITIES



### FEEDBACK

*“More trainings for the rest of our staff! Please come back soon!”*  
**Manukau participant**

*“Thank you for the interactive course and your openness”*  
**Hauraki participant**

*“Just keep doing [the workshops]! You have so much valuable knowledge to share, thank you!”*  
**South Waikato participant.**





67 participants  
40+ different ethnic backgrounds  
12 different religious groups

### LET'S TALK VIDEOS LAUNCH

Let's Talk is a multi-language, multi-media community project with a single vision – to increase how often we talk with each other about sexual violence, and to make sure people who need help are able to access it. In order to talk about this sensitive topic carefully, the Shama team crafted five different messages about sexual violence. We included accurate referral information, accurate legal information and examples developed from our practice and knowledge of sexual violence in culturally specific situations.

45 people attended the online launch of the Let's Talk Videos.  
We have 54 videos in total in 18 different languages!

### BAY OF PLENTY ETHNIC WOMEN'S HUI

Working with Multicultural Tauranga, Tauranga City Council and BayVenues, we co-hosted the first-ever Bay of Plenty Ethnic Women's Hui in May 2024. The purpose of the hui was to bring ethnic women together to connect and build a better understanding of their needs and aspirations to guide the development of programmes and services in the region.

35 women attended

## EVENTS

### CONNECTIONS! HUI

The Connections! Hui brings together ethnic therapists and community workers from across Aotearoa to talk about how to prevent and respond to family violence and sexual violence in our communities.

It began in 2019 as a cumulative approach by ethnic people to prevent and respond to sexual violence in our communities. It has continued as a means by which we can all stay in touch with the progress and challenges in this space.





# OUR FUNDING PARTNERS

1. [Borrin Foundation](https://www.borrinfoundation.nz/)

<https://www.borrinfoundation.nz/>

2. [COGS](https://www.communitymatters.govt.nz/community-organisations-grants-scheme/)

[https://www.communitymatters.govt.nz/  
community-organisations-grants-scheme/](https://www.communitymatters.govt.nz/community-organisations-grants-scheme/)

3. [Department of Internal Affairs](https://www.dia.govt.nz/)

<https://www.dia.govt.nz/>

4. [DV Bryant Trust](https://www.bryanttrust.co.nz/)

<https://www.bryanttrust.co.nz/>

5. [Hamilton City Council](https://hamilton.govt.nz/)

<https://hamilton.govt.nz/>

6. [Len Reynolds](https://www.lenreynoldstrust.co.nz/)

<https://www.lenreynoldstrust.co.nz/>

7. [Ministry for Ethnic Communities](https://www.ethniccommunities.govt.nz/)

<https://www.ethniccommunities.govt.nz/>

8. [Ministry of Social Development](https://www.msd.govt.nz/)

<https://www.msd.govt.nz/>

9. [Ministry of Youth Development](https://www.myd.govt.nz/)

<https://www.myd.govt.nz/>

10. [Momentum Waikato](https://momentumwaikato.nz/)

<https://momentumwaikato.nz/>

11. [NZ Lotteries](https://www.communitymatters.govt.nz/lottery-grants-board/)

[https://www.communitymatters.govt.nz/  
lottery-grants-board/](https://www.communitymatters.govt.nz/lottery-grants-board/)

12. [NZ Police - Integrated Safety Response](https://www.police.govt.nz/)

<https://www.police.govt.nz/>

13. [The Lion Foundation](https://lionfoundation.nz/)

<https://lionfoundation.nz/>

14. [Trust Waikato](https://trustwaikato.co.nz/)

<https://trustwaikato.co.nz/>

15. [WEL Energy Trust](https://www.welenergytrust.co.nz/)

<https://www.welenergytrust.co.nz/>



SHAMA, ETHNIC WOMEN'S TRUST

# THANK YOU!

## WEBSITE

[shama.org.nz](http://shama.org.nz)

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## ADDRESS

8 Liverpool Street,  
Hamilton Central,  
Hamilton 3204

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## PHONE

T. : (07) 843 3810

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## EMAIL

[info@shama.org.nz](mailto:info@shama.org.nz)

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## SHAMA

A source of strength and empowerment to all ethnic women.



THANK YOU!

THANK YOU!

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