

Women's Wellbeing Framework

For women of all cultures to fully realise
their potential in New Zealand



Check list



Tips



Resources



Activity



What women and facilitators say about the Framework...

‘Thank you for creating the opportunity for us ladies to share our thoughts and stories.’

‘Everyone desperately needs to find people who know what it feels like to live a migrant life.’

‘We all want to know about local life, make new friends and find someone to share our migrant experience with.’

‘Some of us were new to the city ... we were isolated ... we didn’t know about the opportunities available to us, or how people live here.’

‘The Framework has informed us and given us a chance to talk about our needs.’

‘Week after week we became good friends, sharing new ideas and helping each other. In the final session half the girls were sharing very personal and intimate things. They were open enough to cry and share the negative sides of the migration process.’

‘It’s about starting a group for women to make friends, talk about their problems, get close to New Zealanders, share their problems and have support.’

‘Our group met once a week in different places around town. We went to the Library/children’s hub, the Citizen Advice Bureau, the Police Station, the Hospital, the local Marae, English Language Partners and the local Council – we even met the Mayor! Outside the Framework meetings we went for walks, visited Night Markets and had BBQs.’

‘Learning, respecting and understanding other cultures; the value of volunteering; getting ready for employment; seeing opportunities to get involved in community activities; improving confidence in speaking social English and overcoming loneliness are all things we learnt along the way.’

Tau Hau Māori – Happy exploring



Multicultural NZ (MNZ) maintains a national focus on the needs of migrants and former refugees. Our vision is ‘a multicultural New Zealand where people of different cultures and beliefs live safely and in harmony.’



The Women’s Council (MNZ) has guided the development of the Framework, supported by a focus group of women from MNZ and the NZ Newcomers Network.



**New Zealand
Newcomers Network**
Connecting People

The NZ Newcomers Network (NZNN) is a network of groups throughout New Zealand that welcomes newcomers by providing opportunities for social connection.

Welcome from the Prime Minister of New Zealand

Prime Minister

MP for Mt Albert

Minister for Arts, Culture & Heritage

Minister for National Security & Intelligence

Minister for Child Poverty Reduction



29 May 2019

Prime Minister's foreword for the Women's Wellbeing Framework Navigator's handbook

Kia ora and welcome to Aotearoa New Zealand!

In my role as Prime Minister, I get to meet new New Zealanders settling into communities right around the country. I am constantly inspired by the stories they share with me, and the contributions they're making to their new home.

But I know settling into a new community in a new country can sometimes be difficult. The Women's Wellbeing Framework has been designed to make this easier, drawing on the experiences of other women who have settled in New Zealand to help you on your own journey.

I hope this resource inspires you to make your own voice heard, and helps you to feel more connected in your community.

I wish you and your family all the very best as you make New Zealand home!

A stylized, handwritten signature in black ink, representing Jacinda Ardern.

Rt Hon Jacinda Ardern
Prime Minister

Welcome from the National President MNZ

Tena Koutou

Congratulations to all who have made the Women's Wellbeing Framework a reality.

It is heartening to see what organisations such as ours can achieve with a little support. At MNZ we believe that when community, Government and funders align, our communities can and will innovate, design and deliver valuable resources. This work is evidence of that synergy and partnership. These easy-to-use handbooks are now available to everyone in the wider community to use as a guide in their own journeys towards settlement in New Zealand.

Thank you to the Ministry for Women and the JR McKenzie Trust for your financial support to develop and pilot the Framework. Thank you to the very able women from our member councils for their selfless volunteer contributions to this work. Special acknowledgement is made of Sue Hanrahan's work in the design and delivery of this initiative.

Successfully settling refugee-background and new migrant women into Aotearoa New Zealand is very important for the wellbeing and harmony of our country. I wish the project every success.

Iraiva Nandri

Thank you New Zealand and God Bless

Nga Mihi

Pancha Narayanan

National President

Multicultural New Zealand

August 2020



Welcome from the President of the Women's Council

Tena Koutou

As President of Multicultural NZ's Women's Council, I am proud to introduce this Wellbeing Framework to you. It has been developed by women who have personal experience of migration, for women who arrive in New Zealand and into a culture that is vastly different from their own.

Our thanks are due to the Ministry for Women and the JR McKenzie Trust for their confidence and support in funding this project, and to the Women's Council and the project team that guided its development.

This project is the inspiration of the women who attended our Women's Hui in 2018. It is centred on their belief that refugee background and migrant women should understand and enjoy the rights, freedom and opportunities available to them in New Zealand.

Our goal is that as each woman moves through the Framework she will be able to say:

- I feel I belong
- My family's needs are met
- I am part of the community
- I lead a balanced life

Kia kaha (good luck) on your journey.

Archana Tandon
President, Women's Council
Multicultural NZ
August 2020



Welcome

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Hawkes Bay facilitator Rizwaana Latiff (bottom right) shares the pilot Framework handbook with Hon Jenny Salea and Office of Ethnic Community staff.

About the Framework

The Women's Wellbeing Framework is a set of learning modules designed to help women of all cultures make the most of their new life in New Zealand. Women who are new to New Zealand bring different experiences of life and cultural expectations that can limit their ability to take up the opportunities that are available to them in this country. This Framework will educate and empower women to embrace the rights and freedoms that are available to them in this new place they choose to call home.

Handbooks – Two handbooks have been developed, one for the facilitator and the other for the women who participate in the programme. The handbooks have gone through an extensive process of design and consultation with women in the regions, and their feedback has been used to refine the content of the modules.

Facilitated sessions – The Framework consists of four 90-minute facilitated sessions as well as a follow-up session with prize-giving as part of a shared social occasion. The handbooks provide information that is relevant to the topics, tips for activities and links to key community agencies. Space is provided for the women to make personal notes, to explore topics of interests and continue their learning at home.

Learning style – Most importantly, the Framework is flexible in its learning style. We think of the sessions as a guided discussion. The handbooks offer structure to the sessions but the discussions may go in various ways depending on the needs and interests of the women. The women are in charge of their own learning. They may not complete all sections of the Framework during the sessions but the opportunity remains for them to do so when the timing is right. We have found that some of the women have gone on from the Framework to form lasting friendships and activity groups around shared interests.

Framework flexibility – The flexibility of the Framework also allows for the facilitators to build activities around the sessions that introduce the women to the local environment such as visits to marae and the night markets or to invite community representatives such as the Police or other services to visit and speak to the women. Some groups have embedded the Framework into existing programmes.

The Framework is a foundational programme for our Regional Multicultural Councils (RMCs) and the Newcomers Networks (NZNN) around New Zealand but the handbooks are available to the wider community as well. Handbooks can be ordered on the MNZ website – mnz.org.nz

We hope the confidence women get from attending the Framework sessions and the knowledge that they gain will also benefit their families and communities.

Long term outcomes

In the long term we expect to see:

- An increase in confidence and social inclusion
- Less mental and emotional distress
- A reduction in reported cases of domestic violence
- An increase in the number of women who are preparing for work
- An increase in the number of women in work

The key players

The facilitator

The facilitator supports the women by organising meetings and facilitating group discussions. Never underestimate what you bring to this role. It can be a huge relief for women to talk to someone who understands the settlement process or to share her experience with others.

Your role as facilitator is to:

- Locate the women in your community. How you do this will depend on the women and their situation. Check the checklist in 'Getting Started' for ideas.
- Introduce the Framework to the women as an opportunity.
- Facilitate the discussion and group activities.
- Build the programme where you see fit by adding activities, information, visits and visitors
- Use the facilitator evaluation pages at the end of each module to reflect on each session, continuing to refresh the sessions as you go.
- Identify potential leaders who can mentor others in the future.
- Keep statistics for reporting purposes.
- Gather feedback from the women, and at the end of the Framework,
- CELEBRATE!

Thank you for your contribution to the wellbeing of these women who choose to call New Zealand home.

The women

We like to think of each woman as a navigator, 'pilot' or 'pioneer'. Someone who sets her own path to discovery. Each woman joins the Framework from a different point in her life. As such, she may experience the Framework differently. We need to trust that she is in charge of her own development and will learn in her own way and at her own speed.

Encourage the women to ask questions and tell their stories. Learning from others adds more to the group experience.

Keep checking in with your group to see how they're going. Encourage them to use their handbooks as personal documents, to make notes and record their progress. If they don't complete all sections of the Framework within the session, that's fine, encourage them to do them later when the time is right.

Getting started

There's always a lot to do to get your first programme 'up and running.' However, once you've done it, it gets easier and easier! Welcome to planning and preparation! Have you run a Women's Wellbeing session before? If not, we recommend you talk to leaders within your organisation or others who have already run sessions and see how they can help.



Here's a check list to get you started:

- ☐ 1. Use the Handbook to help you plan. What activities could go with each session, who could you ask to be speakers and what resources will you hand out? Your plan doesn't need to be too detailed. Just use it to help you think ahead so you can organise yourself.
- ☐ 2. Confirm dates for your sessions – allowing enough planning time for yourself and to get into people's diaries.
- ☐ 3. Book the venue, so you can advertise the course.
- ☐ 4. Book key speakers. Give them times and dates and brief them on what you want them to do.
- ☐ 5. Organise visits/short trips e.g. to the Police Station, local Council or Citizens Advice Bureau.
- ☐ 6. Organise course resources: sticky note pads, pens, paper, tissues, white board markers, blue tack, flip chart paper, a white board in the training room and training resource books for the women.
- ☐ 7. Organise other handouts, booklets or useful pamphlets you plan to use. (Talk to others about what they find useful)
- ☐ 8. Re-visit the training venue. How can you make it more welcoming? Examples: remove excess furniture, clean white boards, tidy-up the pin-board space, put up colourful posters or bring flowers. Short inspirational quotes from migrant stories can also work well.
- ☐ 9. Brief yourself on 'house-keeping' messages you need to give at the beginning of the session: where are the bathrooms & toilets, earthquake & fire procedures and Covid-19 requirements?
- ☐ 10. Organise signage for the front door of the building and the door of the training room, so women know where to come.
- ☐ 11. Make arrangements for morning or afternoon tea if you plan to serve it.

Finding and inviting participants

Finding refugee background and new migrant women to attend the course is fundamental to the job. This job needs time and can sometimes be frustrating. Be persistent and know it will all be worthwhile when day one arrives.

Try to promote and advertise the course wherever you can: in mainstream media, key venues around town, and in person. A promotional poster is available on the Multicultural NZ website: <http://multicultural.org.nz>



Check list for publicity

- ☐ 1. Promote the course on your website and Facebook pages – find an interesting/ attractive photo/s to go with it. Keep the text lively and personal. Remember: who, what, where, when & how.
- ☐ 2. Adapt your course poster; send it to any one you think might be interested. Ask people to promote it through their Facebook pages and websites.
- ☐ 3. Put up the course poster in the places where migrant women may visit: the library, the Citizen's Advice Bureau, other council buildings, community centres, places of worship, schools & pre-schools with a large 'roll' of migrant children.
- ☐ 4. Contact local radio stations and community papers. Look on their websites and ask about opportunities for free community notices or advertisements. Remember to ask: what they need, how many words you can send, if you can send a photo, what their deadline is, and what opportunities there are for repeats.
- ☐ 5. Talk to community/social workers in or working alongside your organisation to see how they can promote the course to clients.
- ☐ 6. Ask the women you talk to if they have friends or contacts who might like to come. See if they can help you get information about the course to others in their communities.
- ☐ 7. Remember to collect and keep names and contacts for all the women who contact you.



Introductory session

This session introduces the women to you, your organisation, and the Framework.

Tell your own migrant story (5-7 minutes)

- Welcome: to New Zealand, your town, the Centre.
- Briefly introduce yourself and anyone else attending or helping you.
- Where you come from, how long you've been here, your personal circumstances (married, children, work etc).
- Your first memory of arriving in New Zealand and moving to where you now live now.
- Things you found difficult, didn't know or struggled with (3-4 examples).
- What helped you along the way (3-4 people and what they did to help).
- What you learnt that really helped (3 key things).
- The one thing that's been most important.
- Linking back to your own journey makes you passionate about what the Framework offers.

Use words or phrases in your own language – then explain briefly. This will encourage others who are less confident in English. Also use a few Māori words or phrases if you feel comfortable doing so.



Activity

Activity 1: Hello my name is ...

Ask women to:

- Write their name on a 'post-it' note (in English or their own language).
- Show their name to the person next to them and say: 'Hello my name is ...'
- Their partner should reply, tell them their name and show it to them on a 'post it' note.
- Then, ask the women to move around the room, introducing themselves to people they haven't met.
- Finally, get all the women to put their 'post-it' notes to the wall poster.

Reflection, questions to ask the group:

- *Discuss how the women felt doing this exercise?*
- *Why did they feel the way they did?*
- *Do these feelings relate to their culture?*
- *Would they do this in their own country of origin?*
- *Write their responses on poster paper and display on the wall.*

Activity 2: Living in New Zealand

- What do you like about New Zealand so far?
- What hopes and dreams do you have for your life in this country?
- Record ideas on sticky notes and post them on the wall on poster paper.

Introduce the Wellbeing Framework to the group linking their hopes and dreams to the Framework. Now let's organise the sessions!!



Module plan

1

I feel I belong

- About us
- Everyone has a role to play
- Celebrating cultural diversity
- I feel strong in my culture
- Aotearoa/New Zealand
- Becoming proficient in English
- Facilitator's evaluation

2

My family's needs are met

- About us
- Everyone has a role to play
- Celebrating cultural diversity
- I feel strong in my culture
- Aotearoa/New Zealand
- Becoming proficient in English
- Facilitator's evaluation

3

I am part of the community

- I am part of a community network
- I care for my environment
- My voice is heard
- Facilitator's evaluation

4

I lead a balanced life

- Personal wellbeing
- I have work that matches my skills
- Employment law
- I have a New Zealand Drivers Licence
- Facilitator's evaluation

Module one: I feel I belong

The journey towards settlement starts here. New Zealand is home to more than 200 ethnic groups. That's a lot of cultures living side by side! In order for this 'living arrangement' to be successful, cultures must find a way to adapt, at the same time accepting the right of all groups to live as culturally different peoples.

This process of adapting is called 'cultural integration.' Cultural integration does not mean that people abandon the practices and attributes that make their culture unique; instead, cultural integration blends cultures together adding new layers to existing cultures.

Everyone has a role to play

- The **person** moving to the new community has to be prepared to adapt.
- **Existing community members** need to be open to learning about and understanding the culture of the new community members.
- **Institutions** provide support and educational opportunities to support the blending of cultures, so the existing community members don't feel threatened by the incoming culture. This also helps ensure the incoming community members don't experience culture shock during the transition to a new place.
- The host **government** also plays an important role in ensuring the success of a new community member's cultural integration.

About us

- New Zealand's population is now 5 million (March 2020).
- Most of us are of European descent (70%). Māori are the largest minority (17%), followed by Asians (15%), and non-Māori Pacific Islanders (9.0%).
- 27% of New Zealand's population was born overseas.
- The Auckland region is home to one third (33.4%) of the total New Zealand population and just over half (50.7%) of New Zealander's who were born overseas.



Resources

<https://www.stats.govt.nz/news/new-zealands-population-reflects-growing-diversity>



Celebrating cultural diversity

On 21 March each year, New Zealand celebrates Race Relations Day (Māori: Te Rā Whanaungatanga). Throughout the year, various cultural groups also hold events to celebrate their cultures.



Activities

For women

- Do a search to find whether celebrations of your culture are held in your local area.
- Plan your own event – it can be as small as meeting up in a café or talking to your local council or school about opportunities to display your culture through dance, food etc.

For facilitators

- How can you help create opportunities for women to celebrate their culture?
- The MNZ Annual Reports have examples of some lively cultural celebrations that are held in communities around the country.



Resources

<https://multiculturalnz.org.nz/publications?src=nav>

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

The principle of embracing cultural diversity is strongly embedded in the New Zealand teaching curriculum and is one of eight principles that provide a foundation for decision-making in our schools.

This principle calls for schools and teachers to affirm the different cultural identities of students and incorporate their cultural context into teaching and learning programmes.

I feel strong in my culture

Opening a new chapter in life is never easy. In times of change its important to keep close to people and things that are familiar to you so you can feel strong and supported in your culture.



Activity tip

For women

- What cultural customs do you regard as central to your culture?
- What can you do to continue to practise or celebrate these customs?





Members of Rotorua and Hawkes Bay Regional Multicultural Councils share the pilot Framework with Rotorua Mayor Steve Chadwick.

Blending cultures

Imagine that you have moved to Antarctica. What do you notice that is different from home? Snow (obviously!), penguins? How will you survive in this new environment?

You might change to warm clothing and learn how to build a snow cave!

Moving to New Zealand may not be as extreme as Antarctica but adapting to the environment is a key part of the process if you want to survive. Things such as driving on the left, wearing warmer clothes and speaking English are obvious things. However, there many less obvious, more subtle behaviours that represent a shared understanding of 'the ways things are done around here'. These behaviours relate to culture and are often more complicated.



Activity tip

For women

- What Kiwi behaviours do you notice that are different from your own?
Write them on post-it notes and add to a wall poster.
- Compare the values associated with these behaviours in NZ and your culture.

Kiwis like to think of themselves as friendly. Watch what people do here and don't be afraid to ask someone to explain anything you find different or confusing.

Ask Kiwis to repeat what they have said if you do not understand them. It's the quickest way to learn. Ask them, to let you know if you are doing something that is not appropriate. Kiwis are quite approachable and willing to help.

Be patient and remember it's always OK to make mistakes while you learn new things.



Resources

The Government website New Zealand Now has some good tips for settling in:
<https://www.newzealandnow.govt.nz/living-in-nz/tips-for-settling-in/meeting-people>

Aotearoa/New Zealand

Aotearoa/New Zealand is a Treaty based multicultural nation. Māori have special status as tangata whenua (people of the land) and special rights under the Treaty of Waitangi. Waitangi Day (Te Rā o Waitangi), the national day of New Zealand, marks the anniversary of the initial signing of the Treaty of Waitangi on February 6, 1840. The Treaty is regarded as the founding document of the nation.

In its constitution, Multicultural New Zealand has made a commitment to raise the consciousness of our communities to the needs, aspirations and status of Māori.



Aotearoa/New Zealand

Our story of cultural integration

Māori began settling in New Zealand around 1100 AD. They arrived from the Pacific in seven waka (canoe). Many Māori today can whakapapa (trace their ancestry) back to these waka. To whakapapa means to describe in proper order the names of your ancestors including the many spiritual, mythological and human stories that are part of each person's past.

From 1700, European explorers began to arrive in New Zealand and Māori became strong trading partners with settlers in New Zealand and Australia.

In 1840, the Treaty of Waitangi/Te Tiriti o Waitangi was signed by representatives of the Māori and the British Monarchy. Not all iwi (Māori tribes) signed the Treaty nor did the Treaty document accurately translate the English version into Māori. Māori leaders did not understand that as they signed the Treaty they were losing sovereignty over their lands.

As more settlers arrived, Māori began to lose their land through war, land confiscation and legislation. They lost their economic base, that is, their ability to generate their own income and became second class citizens in their own land.

In 1975, the New Zealand Government formally recognised the impact of British Settlement on Māori and the Waitangi Tribunal was established to compensate Māori for the hardship they have suffered.

Settlements now include a range of redress, which may include: a formal apology by the Crown; financial redress, cultural redress, the transfer of (or potential to buy) significant properties and changes to geographical names.

The settlement process does not fully compensate for the loss but moves our relationship forward in a positive way. Māori call this 'push me' 'pull me' process 'taukumekume'. It recognises that for every negative action, a positive action will give us the impetus to keep us moving forward.

Another term Māori use to express this relationship is whakakoha – the gift of giving to each other – when I react to someone I give them respect and they give me respect.

The importance of Māori in our history is recognised in the way their tikanga (customs, values) and language have blended with the Pākehā culture.

The terms '**Pākehā**' or '**Tiriti**' meaning 'people of the Treaty' have come to represent New Zealander's of non-Māori origin but now includes peoples of other ethnicities who live in New Zealand.
https://en.wiktionary.org/wiki/tangata_tirit



Activity tip

For women

- Read about the Treaty of Waitangi in your own language: www.treatytimes30.org
- Create your own '*pepeha*'. A pepeha is a way of introducing yourself in Māori. It tells people who you are by sharing your connections with the people and places that are important to you: <https://pepeha.nz/>

For facilitators

- Plan a visit to your local marae for the women and their families. This is a very popular and meaningful activity for refugee background and migrant families.
- Guidelines are available on the MNZ website <http://mnz.org.nz>

Becoming proficient in English

New Zealand has three official languages – English, Māori and New Zealand Sign Language. About 20% of Kiwis speak more than one language but the majority speak English.

Speaking English will help you communicate with your children as they learn to use the language, and with others who play an important part in your wellbeing such as doctors, teachers and other social services. Good language skills will help you get involved in your community and increase your chances of finding paid work.



Activity tip

For women

- Have your English ability assessed and enrol in English classes. Check with your facilitator to see if these classes are FREE. Also check to see what other options there are in your town.
- Listen to the radio, watch TV, practise, practise, practise!

For facilitators

- Provide opportunities for women to practise their English in sessions.
- Celebrate the women and their achievements.



Resources

Find an English language class near you:

<https://www.englishlanguage.org.nz/>

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

My evaluation of this module

1. What went well?

2. What didn't go well?

3. What would I do again?

4. What would I do differently?

5. Useful contacts

Module two: My family's needs are met

In Māori Tikanga the word Āhurutanga means warmth, comfort, a safe place – not limited to a physical place but referring to all the ways that we can feel safe or free of fear.

The policy of the current government is to see that everyone has “a standard of living that enables them to live in dignity and participate in the community.” (2019)

The needs of your family will differ according to your circumstances.



Activity tip

For women

- What does the word Āhurutanga mean for you and your family?
- What is your role in ensuring that your family's needs are met?

For facilitators

- Open up a conversation with the women on the questions in the 'activity tips' above.
- Develop your understanding of the local people and organisations that can help you to help the women respond to the needs of their family.

I can access social services for myself and my family

Social welfare (the provision of state benefits and services) has been an important part of New Zealand society for a long time. The government services you are entitled to will depend on the type of visa you used to enter New Zealand. Helpful information on government agencies and other organisations is available at the end of this handbook.

The Census – The provision of social welfare depends heavily on information gained from the Census. Every five years, Statistics New Zealand conducts an official count of how many people and dwellings there are in New Zealand on a certain night – usually a Tuesday. The Census provides Government with information to ensure that good decisions are made for New Zealand's future. It is compulsory to complete the Census survey.



Activity tip

For women

- Participate in the next Census survey. This way you can influence how the Government spends its money on social services.



Resources

<https://www.stuff.co.nz/national/101077821/what-is-the-census-and-why-should-we-care>

Keeping safe

The Good News

There's a lot of good news about being a woman in New Zealand.

- We have full and equal rights.
- Our safety is protected in law.
- We have the right to vote.
- 64% or about two-thirds of university graduates are women.
- 35% or, more than a third of women, work part-time.

We still have a way to go...

Despite what our law intends to achieve, New Zealand has problems with violence against women, particularly domestic violence, and discrimination on the basis of race and gender. ***Violence or abuse of any kind (against men, women or children) is against the Law in New Zealand.***

The New Zealand Police

The goal of the New Zealand Police to 'make New Zealand the safest country in the world'. They have developed a booklet **Be Safe Feel Safe** that offers advice on how to keep you and your family safe. There's a lot that you can do to keep yourselves and your families safe:

- Look after yourself and your loved ones. You can ask for help for both victims and offenders of family violence.
- Get to know your neighbours.
- Plan and prepare for disasters and emergencies.
- Look after your property and belongings.
- Pay attention to your on-line safety and identity and more importantly the on-line safety of your children.



Activity tip

For women

- How is the law enforced in your country of origin?
- Would you feel confident about asking the New Zealand Police for help or taking a complaint to them?



For facilitators

- Contact your local Police for Be Safe Feel Safe booklets or print from this link:
<https://www.police.govt.nz/sites/default/files/publications/guide-to-crime-prevention-english.pdf>
- Contact your local community Police. Ask them to talk to your group or take the women to the Police Station for a visit.
- A number of areas around the country have Ethnic Officers (men and women) so ask them to visit if appropriate.

Self-defence for women

Self-defence courses are great for building confidence in women of all ages – particularly young women. The Women's Self Defence Network – Wāhine Toa – has been operating in New Zealand since the 1980's. They have a contract with the Ministry of Social Development and offer free courses for Year 3–4, 7–8 and 10–11–12 girls through the Girls' Self Defence Project. <https://wsdn.org.nz/about-us/>



Activity tip

For women

- Talk to your facilitator about attending a self-defence course in your area.
- If you have daughters enrol them in a free course



For facilitators

This link to a simple poster illustrating the aims and objectives of the NZ Police could also be useful to put up on the wall of your training room:

<https://www.police.govt.nz/sites/default/files/about-us/about-nz-police/our-business-2018-19.jpg>



My evaluation of this module

1. What went well?

2. What didn't go well?

3. What would I do again?

4. What would I do differently?

5. Useful contacts

Module three: I am part of the community

Māori Tikanga – Manaakitanga – meaning the way we live together and care for each other.

New Zealand has a population of about 5 million people. In some countries that's about the size of a large city. A small population brings us together as a community. We know someone who knows someone. We know what's going on in our community and when people need support.

I am part of the community network

Getting involved in the community, whether they're as close as your neighbours or as far away as the town centre, is a good way to get connected. Depending on your work, your interests and your age and stage in life, New Zealand is a country of clubs, groups and community organisations so tapping into these local networks is a great way to get started.

The Multicultural NZ website shows an inspiring range of activities for newcomers on its website. These activities include:

- Conversation groups.
- Jewellery making.
- Exercise classes.
- Cooking classes.
- Shared lunches.

Is there a **NZ Newcomers Network** in your area? Joining a Newcomers group is a great way to meet people and make friends – and it's FREE!

The NZ Newcomers Network is affiliated to Multicultural NZ: <https://www.newcomers.co.nz/>
Check the locations of these groups on the back cover of this booklet.



Activity tip

For women

- Did you volunteer in your home country?
- What do you enjoy doing that you have time to give to others
- Which individuals or organisations would value your voluntary contributions?
Check out the links below.



Resources

<https://nationalvolunteerweek.nz/>

<https://www.volunteeringnz.org.nz/finding-volunteer-roles/>

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

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

I care for my environment

Māori Tikanga – Kaitiakitanga – reflecting our responsibility to care and protect our environment (mauri – our life force).

The New Zealand landscape is known all over the world for its beauty. It is also a significant contributor to our economy. Agriculture, horticulture, fishing and forestry are our biggest revenue earners so we can't take our environment for granted. We need to look after it, live sustainably with it and clean up the damage we've done to it over the years.

It's worth thinking about what we can do to protect and preserve our environment for future generations. Choose green options whenever possible.

The Sustainability Trust is a social enterprise that encourages sustainable and healthy living. They advertise volunteering opportunities here: <https://sustaintrust.org.nz>



Activity tip

For women

- We may not be able to change the world but we can make a difference in our own environment, so thinking globally and acting locally is a great start. What can you do to make a difference?
- Think about the rubbish that we throw away such as food waste, plastic etc. How could we reduce our rubbish or recycle it?
- How can we reduce the pollution of our skies, seas, waterways and land?

For facilitators

- Encourage the women to join a conservation group and get involved in activities that care for our environment. Some of the best ways to start are by connecting with national organisations like the Department of Conservation (DOC) or Forest & Bird NZ.
- Both organisations have excellent pages for volunteers on their websites and enable you to apply for positions or roles on-line – depending on where you live.

<https://www.doc.govt.nz/get-involved/volunteer/>

<https://www.forestandbird.org.nz>



Activity tip

- Get into nature and try something new.
- Care for parks, beaches and walking and bike tracks.
- Take your family on adventures together.
- Connect with people you might not normally meet.
- Use your skills to look after our whenua (land).
- Get valuable work experience.
- Focus on the amazing world we live in.

The environment will love you for it!



My voice is heard

Māori Tikanga – Rangatiratanga – refers to the attributes of a chief. “With ‘ranga’ coming from the word ‘raranga’ which means ‘to weave’ and ‘tira’ referring to a group, it is apparent that the task of the rangatira is literally to weave the people together.” (Ani Mikaere, 2010)

New Zealand is a representative democracy meaning we have ultimate power over the way we are governed. Our democracy gives us many opportunities to participate in decision making and helps us to have:

- Checks and balances so people in power cannot abuse it.
- Respect for the voices of minorities, as well as those of the majority.
- Independent and impartial judges who treat people equally.
- A free press /freedom of speech meaning that you are as entitled to your opinion just as someone else has theirs.
- Access to official information.
- Protection for individual rights.
- Freedom from corruption.

New Zealand encourages people to speak up about the things they believe in. In addition to voting for central and local government representatives, there are many other opportunities to have a say in the way our communities are run for example, in schools, churches, sports clubs etc.

If you're interested in putting yourself forward for a governance role we suggest you start small and build your confidence and experience along the way. For women who are interested, there are great opportunities to start building your experience by volunteering for a school or pre-school committee.

Play Centres (indigenous to New Zealand) are great places to learn along-side your children. They offer workshops, first aid training and an accredited NZQA education programme that leads to the NZ Certificate in Early Childhood Education and Care. They also offer an NZQA programme for adults that supports the informal learning taking place in a centre.

<https://www.newzealandnow.govt.nz/living-in-nz/education/role-of-parent>

The Ministry for Women's Nominations Service nominates women for appointment to State Sector Boards. This service is largely focused on women with qualifications and experience. However, there are some good tips on how to start building a pathway to future governance positions.

To register: <https://women.govt.nz/leadership/nominations-service>

Voting for Government

On September 1893, women won the right to vote. Through voting we can have a say in how the country is run. We show our respect to these women by taking up this opportunity.

<https://nzhistory.govt.nz/culture/suffrage125>



Activity tip

For women

When is the next general election? You are qualified to enrol and vote if:

- You are 18 years or older AND
- You are a New Zealand citizen or permanent resident AND
- You have lived in New Zealand for one year or more continuously at some point.

You need to enrol to vote. Go to The Electoral Commission to find out how to enrol to vote.

<https://www.elections.org.nz/voters/enrol-check-or-update-now/who-can-and-cant-enrol> or

Enrol on line: <https://www.elections.org.nz/voters/enrol-check-or-update-now/how-enrol>

My evaluation of this module

1. What went well?

2. What didn't go well?

3. What would I do again?

4. What would I do differently?

5. Useful contacts

Module four: I lead a balanced life

Māori Tikanga – the term ‘Mauri Ora’ captures the special nature or life force of an individual; the essential quality and vitality of a person.

Being in balance may mean something different to each individual. When you are living with balance in your life, you are living with peace and harmony every day. Balance comes in physical forms, emotional forms, and a spiritual form.

Personal wellbeing

Having a balanced life means creating time for the things we **have** to do, as well as the things we **like** to do.

We must all eat and sleep each day. Many of us must also work or we may hold a central role in supporting the wellbeing of our family. It is up to each of us to create harmony between our life responsibilities while finding time daily, or weekly, to participate in activities that bring us pleasure, personal fulfilment, and rejuvenation.

Physical balance – Healthy eating and finding time to do some form of physical exercise on a routine basis creates physical balance in our bodies. Adequate rest and sleep are also necessary for our bodies to rejuvenate and feel refreshed so we are able to take on other activities in our lives.

Emotional balance – Balance also means making time for friends and family. This is part of our emotional balance. Having a support system is important and makes us feel cared for and loved, knowing there is someone else that cares about our wellbeing. It is also a good feeling to be supportive of another person that you love and care for. It becomes an equal relationship of giving and receiving, offering equal emotional balance. When a relationship is in balance, the circle of giving and receiving is complete.

Spiritual balance – It is also important to find quiet and down time as well as fun and playful time. Quiet or down time allows us to rejuvenate and refocus. This becomes our spiritual balance.





Activity tip

For women

- What does a balanced life mean for you?
- What can you do to create personal wellbeing and maintain balance in your life?
- Use this table to make plans to lead a balanced life.

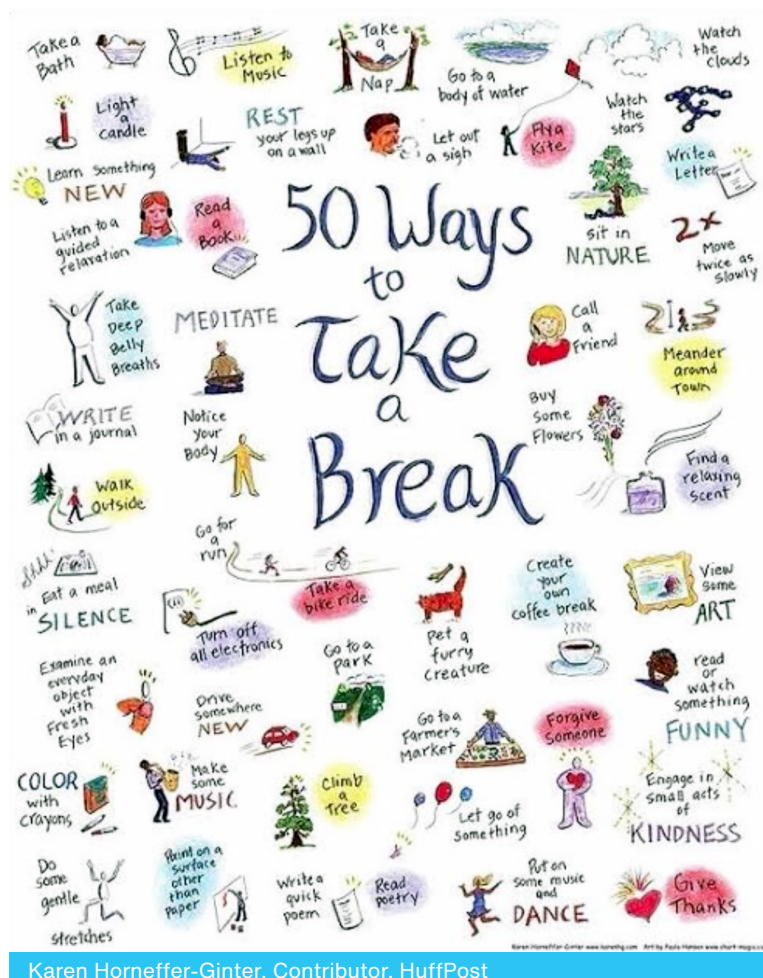
I would like to:

Example

I would like to:	What steps do I need to take?	I will achieve this by
Learn to swim	Find out swimming lessons at local pool	?
Meet up with friends	Organise regular gatherings at a café	?

For facilitators

- Encourage the women to share their person goals with you and group.
- How can you or others help them to achieve their goals? For example, if they have shared interests they could explore activities together.



Karen Horneffer-Ginter, Contributor, HuffPost

I have work that matches my skills

In 2017, New Zealand statistics show that:

- 36% of working aged women and
- 352,700 working mothers were employed (representing around 28.5% of all working women).

<https://www.stats.govt.nz/tereoinfographics/women-in-the-workforce-2017>

If you are looking for work, here are some tips for finding a job in New Zealand

New Zealand Employers value spoken English and local work experience. They like their employees to understand the way we work in New Zealand and to fit into their work culture. Whether or not you find work will depend on what you can offer the employer and the job market at the time.



Activity tip

For women

How many of the following attributes can you tick?

- ☐ I can speak English well enough to understand instructions and ask questions
- ☐ I can communicate well in business English
- ☐ I have qualifications from New Zealand that match the job
- ☐ I have work experience from New Zealand
- ☐ I have a referee from New Zealand

If you are at the beginning of your work career, we suggest you:

- Improve your level of English
- Volunteer
- Build your confidence by networking with friends and neighbours

Your first job may not be your ideal job but should help you learn how a New Zealand workplace works. The experience will give you a referee who can tell your future employer how well you work.

The **Careers NZ** website has a **step-by-step guide** to finding a job in New Zealand.

<https://www.careers.govt.nz/job-hunting/new-to-new-zealand/a-step-by-step-guide-to-finding-a-job-in-new-zealand/>

Step 1: Find out about jobs in New Zealand

Step 2: Write or update your CV

Step 3: Search and apply for suitable jobs

Step 4: Prepare and practise for job interviews

Step 5: Attend job interviews

Step 6: Get a job offer

Step 7: Begin working

Other tips for finding work are available on the New Zealand Now website:

<https://www.newzealandnow.govt.nz/resources/finding-work>

<https://www.newzealandnow.govt.nz/work-in-nz/nz-way-of-working>

<https://www.newzealandnow.govt.nz/resources/guide-to-kiwi-workplaces>



Activity tip

For facilitators

- Organise a training session on preparing for work. These may be available through Careers NZ, Work and Income NZ (WINZ), your local Council, community centres or Chamber of Commerce.
- Invite an employer to speak to a group about what employers require of staff.

Employment law

Once you get a job be aware that there are rules that govern the way employers and employees should behave on the job. Under New Zealand employment law, employees and employers both have certain rights and obligations. For example, an employer is obliged to pay their employee at least the minimum wage, and to provide a safe workplace.

The employees' side of the bargain requires them to perform their job with care and competence, among other things.

Employee rights are available here in 14 different languages.

<https://www.newzealandnow.govt.nz/work-in-nz/employment-rights>

If an employee has a disagreement with their employer and doesn't think they have been treated fairly, they can find help here:

- <https://www.newzealandnow.govt.nz/work-in-nz/support-in-the-workplace>
- or
- Contact the Union Network of Migrants (UNEMIG) <https://www.firstunion.org.nz/our-union/union-networks/unemig>

The Union Network of Migrants is a network of migrant workers within FIRST Union. UNEMIG provides employment relations advice through the union's Member Support Centre or migrant advocates. They represent members who are disadvantaged in their work such as receiving below legal minimum labour standards, workplace bullying, discrimination.

I have my New Zealand drivers licence

Information on how to get a drivers licence is available here:

<https://www.nzta.govt.nz/driver-licences/getting-a-licence>



Activity tip

For women

- Ask your Facilitator if there is a service in your area that helps newcomers pass their drivers licence. Good luck at the wheel!

You have now completed the four modules of the Women's Wellbeing Framework.

Well done – now for the celebrations!!

My evaluation of this module

1. What went well?

2. What didn't go well?

3. What would I do again?

4. What would I do differently?

5. Useful contacts

Women's feedback

One of your tasks as a facilitator is to gather information from your sessions. Over time this information creates a picture of the women who are attending the sessions; it will tell you which parts of the sessions are valued by the women and where change may enhance their experience of the Framework.

You can use the information to report to your organisations or demonstrate to funders why they should support the Framework.

Encourage the women to use the 'comments and reflections' pages at the end of each session to record their thoughts, feelings and ideas. Having the opportunity to reflect on their experience is an important part of the Framework.

Women's feedback session

This is an opportunity for the women not only to reflect on their own experience but also to listen to the experience of others. We recommend that you set aside some time at the end of Module 4 for this session.

Use the following questions to prompt discussion amongst the women:

- What did you expect when you arrived for session 1?
- Did the sessions deliver on your expectations?
- What were the highlights? – Why?
- Which sessions were less useful? Why?
- What do you plan to do as a result of your experience of the Framework?

The women may have different levels of comfort about speaking in a group or sharing private information. They must feel free to choose how they want to participate in this session and what information they feel comfortable to share.

Celebration!

This session provides an opportunity for the women with their families to celebrate and share in their achievement. Certificates of Achievement are available through Multicultural NZ:

<http://multicultural.org.nz>



Activity tip

- Confirm a date and time for your celebration.
- Organise the venue.
- Create an invitation.
- Provide hospitality – this can be a 'pot luck' meal of cultural dishes.
- Ask the women to choose one experience they would like to tell guests about.
- Enjoy!

Congratulations to you all

Facilitator evaluation

Throughout the handbook at the end of each module we have provided space for you to reflect on each session and make notes that can serve as reminders for future sessions.

The facilitator's evaluation we refer to here has a wider audience. This evaluation assesses the value of the Framework and to what extent the outcomes have been achieved. Information received from this evaluation will be useful to write a report for your organisation or funders should this be required.



Activity tip

Write a report

Who do you think is interested in the successful outcome of the Framework? What kind of information would they be interested in hearing? Here are some questions for starters.

- What do you think the needs of the women were at the beginning of the sessions?
- Were the topics of interest to them?
- Did they appear comfortable participating in the discussions?
- How much time did you invest in promoting and facilitating the sessions?
- How does the Framework fit within the programme that you already offer?
- Did your promotion plan work well? If not, what help do you need?
- What other activities have started as a result of the sessions?
- Any recommendations?

Keep a record of ...

- How many women attended all sessions.
- How many women did not attend all sessions – and why?

Population data – ask the women to provide the following information.

- On which visa did you enter New Zealand?
- How long have you been in New Zealand?
- What is your ethnicity?
- What is your country of origin?
- Age range 20-30 30-40 40-50 50+



Helpful information on government agencies and other organisations

The Ministry of Social Development (MSD) is the largest public service in New Zealand with offices in 200 different locations. It also works closely with other public service departments and agencies, non-government organisations, advisory and industry groups, and communities and iwi to deliver programmes and services across the Country.

To see the range of benefits available to you, read the information in this link:

<https://www.msd.govt.nz/about-msd-and-our-work/contact-us/index.html>

New Zealand Now

Developed by the Department of Immigration, this link has great information about working, living, studying, innovating and investing in New Zealand. It also has a very useful section on settling in.

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

The Citizens Advice Bureau

The Citizens Advice Bureau (CAB) has 33 branches around the country and offers free advice to everyone in New Zealand. It's a great 'one stop shop' to get questions answered on-line, on 'live chat' or Freephone.

Visit: <http://www.cab.org.nz/Pages/home.aspx> to ask questions on everything from employment to family and personal matters, health & wellbeing, money and transport.

Free call: 0800 367 222

Age Concern

This is your 'first port of call' for help and support for older members in your family. Age Concern has a nationwide network of 35 branches. It is a charity dedicated to helping people over 65. Local branches can give advice on available services and social activities for older people.

Visit: <https://www.ageconcern.org.nz/>

Parents Centre NZ

Parents Centre NZ has a network of 46 centres. It is the largest provider of childbirth and parent education in New Zealand. It's also a good place to make new friends with other parents with new babies and toddlers.

<https://www.parentscentre.org.nz/>

Plunket

Plunket is New Zealand's largest support service for tamariki (children) under 5 years and their whānau (families).

It supports over 85% of new-born babies in New Zealand and provides eight free visits with a registered Plunket nurse. These can be at your home, in a Plunket building mobile clinic or a community location. You can also book virtual visits: <https://www.plunket.org.nz/>

Free call: Plunket Line 24/7 on 0800 933 922

Budgeting Services

The New Zealand Federation of Family Budgeting Services is an umbrella group for 148 organisations providing free budgeting advice to family/whānau and individuals.

It receives over 280,000 enquiries every year and helps over 28,000 people see a budget advisor: <http://www.familybudgeting.org.nz>

Community Law Centres

Legal matters can be scary. If you have a problem that's worrying you, this is the place to find free legal help. There are 24 Community Law Centres in New Zealand. They also send lawyers to over 120 outreach locations – in big cities and tiny towns.

<https://communitylaw.org.nz/>

The **It's Not OK** Campaign website (below) paints a good picture of how family violence is not OK in New Zealand. Remember – it is always OK to ask for help, for victims and perpetrators.

<http://www.areyouok.org.nz/>

The Women's Refuge

The Women's Refuge is the largest organisation in New Zealand supporting and helping women and children experiencing family violence.

Free call: 0800 800 843

<https://womensrefuge.org.nz/>

Shine

Shine is a national domestic abuse charity and runs a helpline to help keep people safe from domestic abuse and family violence.

Free call: 00508 744 633

<https://www.2shine.org.nz/get-help/helpline>

Shakti International

Shakti focuses on providing culturally-sensitive services, by ethnic people for ethnic people of Asian, African and Middle Eastern origins. The organisation has eight centres and five refuges. It provides a 24-hour domestic violence intervention service for women and a range of other social services for immigrant families.

Free call: 0800 0742 584

<https://shakti-international.org/shakati-new-zealand/>

Calls to all these agencies are free and confidential.

If your life is in immediate danger call 111

Notes

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RMC & NZNN Locations

- Regional Multicultural Councils
- New Zealand Newcomers Networks



Contact details:

Multicultural New Zealand

PO Box 1409, Wellington 6140

Office Hours: Monday – Friday 10am to 3pm

Tel: (04) 916 9177

Email: info@mnz.org.nz

www.multiculturalnz.org.nz

NZ Newcomers Network

www.newcomers.co.nz