

t h i n k

diversity

d i v
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i t y

EDITION 1
Aotearoa,
equally different

Contributors



Mohammed Alharbi

Co-Founder

Understanding the importance of diversity in our world today is the first step to true acceptance and this is why this project is very close to my heart.

Together, our differences make us stronger as world citizens. This project gives us the opportunity to learn more about one another's experiences and the journeys we've all been on, which can shed a light on a life different to our own and provide us with a new perspective.

The world order has changed; borders are blurred, communities have been displaced and have merged with others. This is never going to reverse; diversity is the new norm. So let's embrace it and use it to learn, to grow and to bring our planet back from the crisis in which we find ourselves. The possibilities are exciting!

Karen Ndarowa

Diversity. That is our goal as a new generation. To understand that every individual is completely unique. Cultural differences, gender differences, socio-economic differences – it doesn't matter; they still deserve our respect. Just remember, a lot of different flowers make a bouquet beautiful, you don't always have one type of flower.



Fanoq Nasim



Our differences are what make us special, and the ability to accept and understand someone else's culture is what makes you special. There's a world beyond the one you already know; step into it, explore it and learn from people of different faiths and ethnicities; you'll find that there's so much to gain from others.

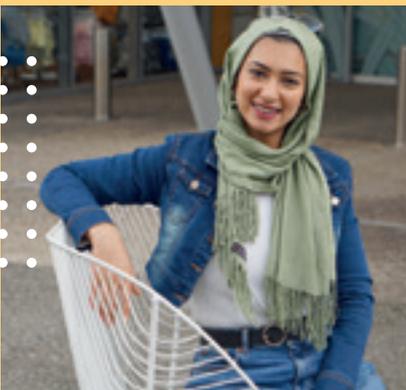
Kundistan Othmani

As we stand here today, each and every one of us comes with a long and rich history. Our ancestors' traditions and tales have travelled intergenerationally. Think Diversity will help others realise how important it is to celebrate and embrace their culture and accept diversity.



Weaam Bassiouni

I believe, for society as a whole and for the sake of all our children, we need all races, faiths and ethnicities to be represented equally. This project champions that goal and is a step in the right direction.



Welcome

Eyeview Ethnic Trust is committed to bringing New Zealand's cultural diversity to life through print and digital media, in order to inspire people to be more curious, open-minded and engaged with their neighbours. My team and I firmly believe that understanding is the key to respect, empathy and compassion in society; that if we take the time to understand differences – in ethnicity, background and upbringing, religion and choices – we will appreciate and respect them more. And, in recognising the differences, we will see more clearly the things that we all share, such as joy, grief, compassion, family and love. In other words, our shared humanity.

Once we reach this place of mutual understanding, respect and appreciation, we believe the benefits to society as a whole will be immense. Negative stereotyping will be dispelled, as will preconceived biases and the fear that often comes from ignorance. Tensions that currently exist between different cultures will fade and our communities will become safer, more collaborative and happier places to live and work.

This magazine is a first edition, with the intention that there will be many more. The quotations are to give our readers an insight into the importance of cultural diversity and an understanding that being different is not just okay, but something to be celebrated. New Zealand is a wonderful cultural melting pot, and we hope that this gives you a flavour of the richness just outside your door.

Ashleigh Ali-Aziz
Founder





“ Treasure the value that your culture brings to your community. Embrace and celebrate both who you are and who your ancestors are.”

Marina



“It’s not our differences that divide us, it’s our lack of knowledge and understanding.”

Mustafa



“Accept that everyone is different
in their own unique way.”

Grant



“ Diversity is about unity, standing together and being pillars of strength, as being different from others makes us strong.”

Riley



“ Multiculturalism needs to be valued in NZ because it is a way for us to learn about different cultures and embrace our own roots. Without diversity we would not be a rich society.”

Yohanna

“ Don't make fun of anyone.
Respect everyone.”

Mathew





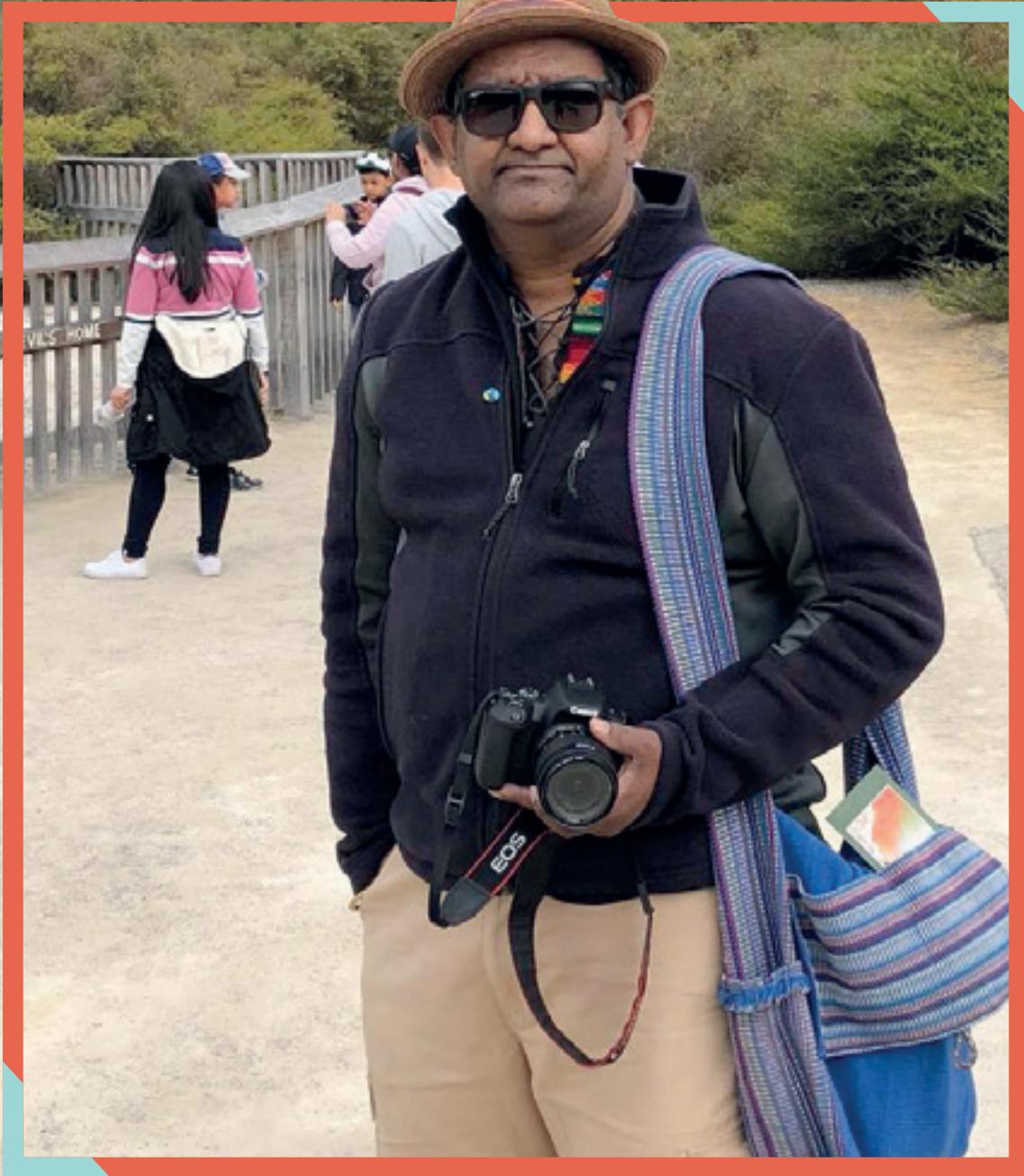
“ I want to see a world where all people feel comfortable everywhere, so we must give people what they need in order for this to be possible, so everyone can contribute.”

Kim



“ Diversity isn’t about fitting in with people from different backgrounds. Diversity is when you accept people from other backgrounds and see their uniqueness, but also realise that you are different and unique in your own way too. Embrace the difference and use it to connect, not to fight.”

Lyrique



“ I support unity and celebrating our common humanity as one family.”

Sanjay



“ Include everyone; we are all
on this earth together.”

Demi



“ It’s true you don’t get to decide on the colour of your skin, but you do get to choose how you treat those around you. So, choose to treat them with dignity and respect.”

Rami

“ Diversity is recognition of the uniqueness of every individual and their histories.”

Sana





“ Integration requires diversity and inclusivity. And to be a happy community requires integration.”

Saad



“ Diversity is what makes the world interesting and you make the world better by being in it, never forget that! ”

Vina



“Life would be boring if we were all the same.”

Jess



“The acknowledgement
of each other’s
differences.”

Halym

“Don't judge others
because of where
they came from.”

Ahmed





“We’re all the same.”

Grant

“Strength lies in those who fight for what they believe in, are not afraid to show their true colours, and create a world where differences are valued!”

Fengal

believe





“ Think about how others feel.
It’s cool to be kind.”

Rachel

“ We are nothing without one another;
do not hesitate to lend a helping hand.”

Raumati



“ Let’s focus on our similarities rather than differences.”

Sandaan



“Being different
is normal and
that’s okay.”

Leaton





“Embrace yourself and
the beautiful roots from
which you are from.”

Aafja



“Always stay true to your cultural practices and change for no one.”

Layal

“ It is because we are different
that each of us is special.
Let’s learn about each other.”

Lisa



“

Diversity is what makes people interesting, it's the spice of any culture and the charm of every tradition.”

Zainab



culture



“ Diversity makes
us different and
stronger together.”

Wong



“ No one should be judged on how they look on the outside; treat people in the same way that you would want to be treated.”

Chloe



“ If there’s only a two percent difference between each human, doesn’t that mean we have more in common than not?”

Nona



“Be yourself;
change for no one.”

Jayjay



“ Accepting that the world is diverse
is the first step to global unity.”

Rahmat



“As we become more diverse as a society, it’s fundamental that we acknowledge growing multiculturalism, in order to build safer spaces.”

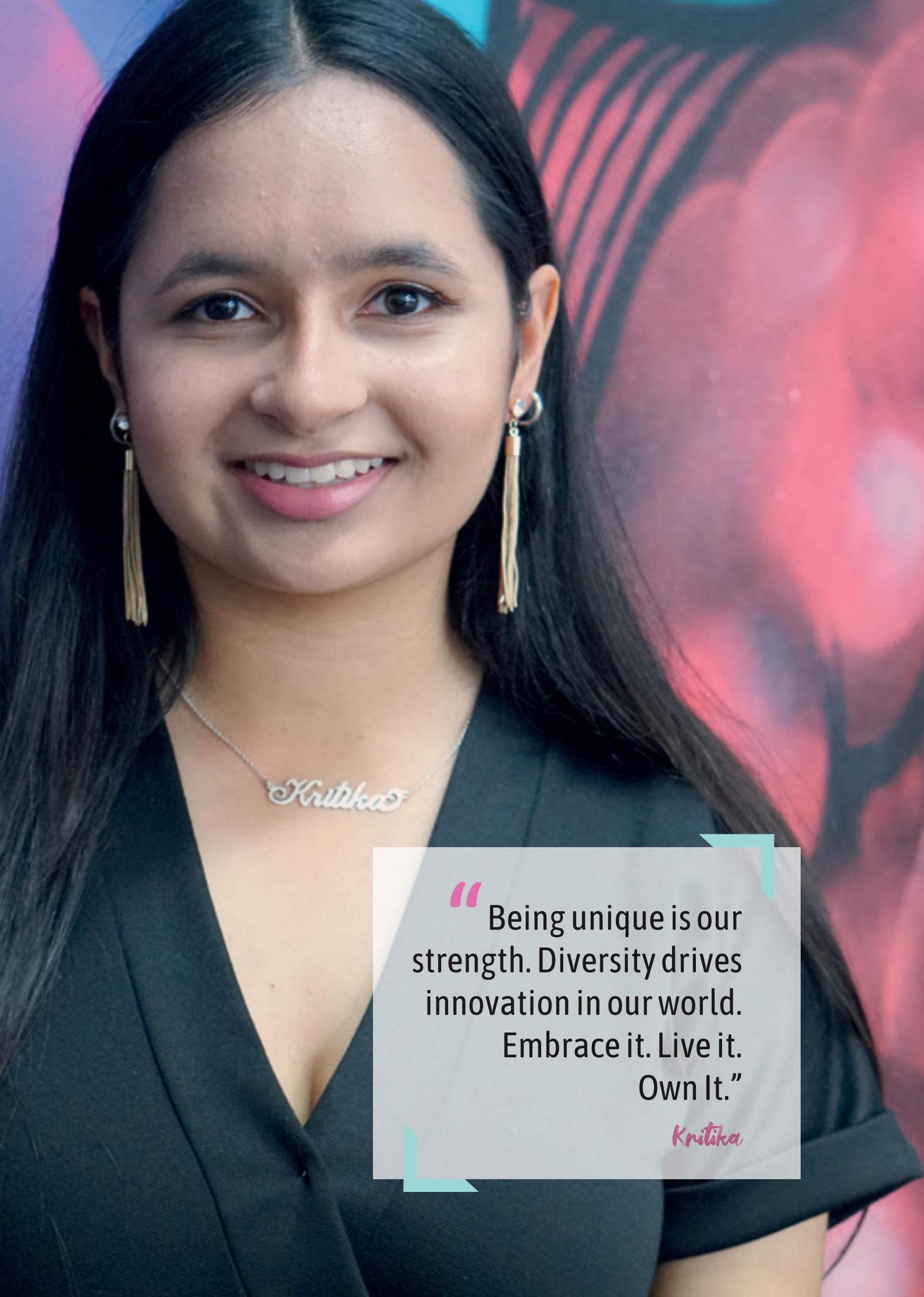
Veisunia



“

Diversity is to include everyone, race, colour and religion. We have always been diverse human beings, and we need to remind ourselves of this in order to remind ourselves that we are united. One human race. Let's learn to love again.”

Mohamed



“ Being unique is our strength. Diversity drives innovation in our world. Embrace it. Live it. Own It.”

Kritika

Love



“ We may have different homes and wear different clothes but families are the same the world over - love and security are our universals.”

Mike

“With diversity comes the lesson that even though we are all different, we all deserve the same level of respect.”

Madeline





“ In New Zealand we are all different, which is great because we are all unique. Without diversity, life would be boring.”

Kyle



“Dare to challenge yourself and the assumptions you make about different people.”

Melanie

“ We’re all running the same race, so let’s make sure we don’t let our differences trip each other up.”

Bhawick





“ Colours have meanings in western culture, but can mean something radically different to Japanese or people from the Middle East. It’s important we understand each other’s cultures and backgrounds so we can all live together.”

Mohamed

alhamdulillah

overseas



“ Become friends with people who aren’t your age; hang out with people whose first language isn’t the same as yours; get to you know someone who doesn’t come from the same social circle as you. This is how you SEE THE WORLD and GROW!”

Katja



“You have a right to feel free to be exactly who you are.”

Sam



“ I personally feel that diversity is not about how we differ as a society but more about embracing one another’s uniqueness. So, the greater the diversity, the greater the perfection.”

Alamsyah

“Difficulty is an excuse
history never accepts.
So we triumph. Together.”

Mo





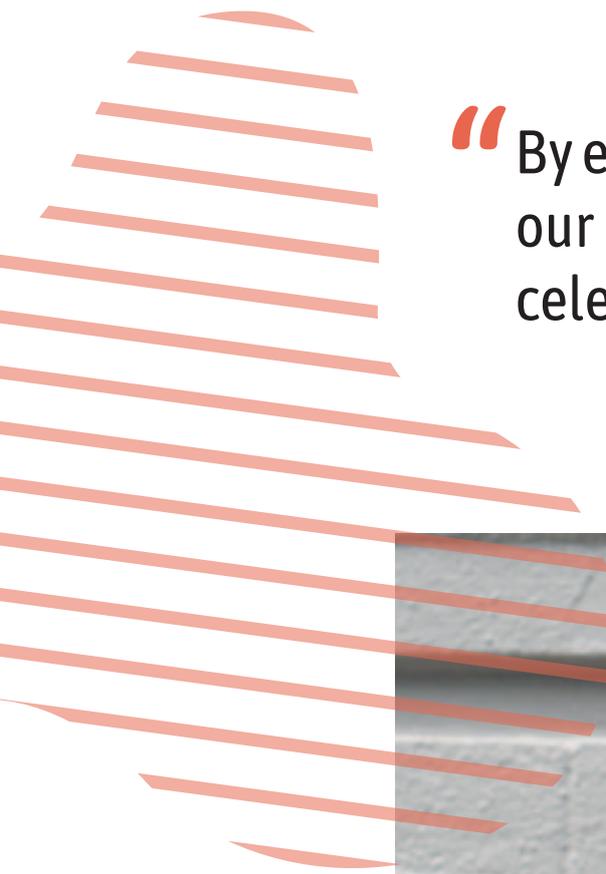
“Diversity is love and compassion
for one another.”

Noor



“If there is anything you can be, be kind. Be respectful, be kind and be a good friend.”

Mella



“By embracing diversity we embrace our collective uniqueness and celebrate our humanity.”

Shan





“ Connect with people from different backgrounds – you’ll learn so many interesting and wonderful things about the world.”

Kate

“Diversity provides interest and vitality to all aspects of our lives. The diversity of the human family is the most precious of all diversities, and acknowledging this gift will bring about unity.”

Eric





“ Always be true to yourself. Never be afraid to share your culture, because your culture is your identity. Without your identity you blend in, with it you stand out and are unique. Embrace your culture for it is a truly identifying feature of all you can be.”

Uman



“ We need to recognise and acknowledge our rich diversity of cultures and truly celebrate it. A celebration of culture and diversity is a form of empowerment that strengthens our unity.”

Naima

5,600+
international students
from 107 countries

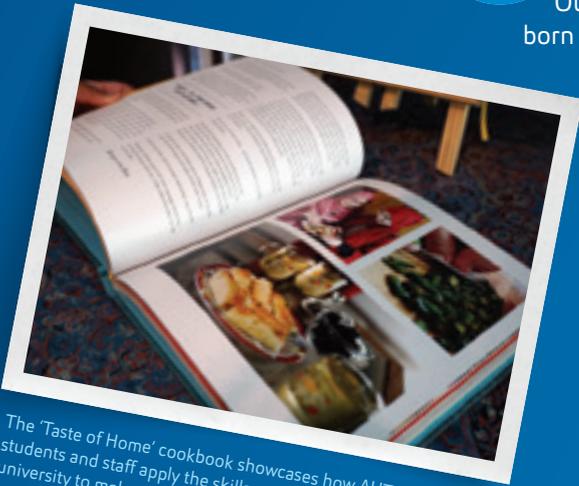


AUT's Centre for Refugee Education (in the Mangere Refugee Reception, Manukau City) provides an on-arrival 6-week education programme for the 1,000 refugees who come to New Zealand each year under the government quota scheme. For many refugees the programmes represent the turning point from their traumatic past to a future of hope. Recently arrived groups have included Burmese, Bhutanese, Iraqi and Colombian refugees.



140

Our students were born in 140 countries



The 'Taste of Home' cookbook showcases how AUT students and staff apply the skills and learning from university to make a difference for former refugees. All proceeds from the sale go towards creating a scholarship fund for people from refugee backgrounds, to support successful completion of a degree at AUT.

GENDER AND DIVERSITY RESEARCH GROUP (GDRG)

The GDRG builds innovative quality research and leads discussions addressing gender and diversity issues within the community, at a national and international level.



AUT's values are Tika, Pono me Aroha (Integrity, Respect and Compassion)



INTERNATIONALISATION

QS STARS 2020-22



Childcare subsidies for full-time students who are parents



Master of Human Rights is the only degree of its kind in NZ



Shadow a Leader (SAL) – major engagement programme for Faculty of Business, Economics and Law students with industry executives.



At AUT, our gay, lesbian, transgender, bisexual and intersex (LGBTI+) communities are known as the rainbow community.



Home to New Zealand's only longitudinal study of Pacific Island families



1st university to receive the Rainbow Tick



AUT

WALKING THE DIVERSITY TALK AT AUT'S BUSINESS SCHOOL AND SCHOOL OF ECONOMICS



AUT's Business School and School of Economics staff comprise a mix of young, innovative academics working alongside established and internationally renowned scholars. They come from a wide range of countries including Canada, Kuwait, Nigeria, Samoa, India, and Aotearoa New Zealand. Our student body is also diverse, comprising Māori, Pacific and Asian students, as well as many students of multiple ethnic identities. The result? Vibrant teaching, learning and research spaces filled with a global array of ideas, languages, colours and cultural traditions.

We firmly believe our staff and students can only achieve their potential – academically, professionally and personally – while living,

learning and working in an environment that is safe and inclusive.

As Pro Vice-Chancellor and Dean of the Faculty of Business, Economics and Law, Professor Kate Kearins says she feels privileged to be part of a university recognised for its work to create a safe, inclusive and diverse community.

"I'm proud of AUT's ever-rising position in world rankings. I'm equally proud of how we work to bring to life AUT's key values of integrity, respect and compassion. Collectively, these combine to ensure diversity – in all its enriching dimensions – is alive and well across our classrooms and campuses."

SOCIAL IMPACT THROUGH EVIDENCE



A member of AUT's Business School and School of Economics for nearly two decades, Professor Gail Pacheco is an internationally respected research leader and scholar. Gail is director of AUT's NZ Work Research Institute, a research hub that conducts evidence-based enquiry to understand real-world issues and outcomes.

Gail is driven by a passion for using evidence to inform policy and help bring about positive social change for a better New Zealand.

Born and raised in the Middle Eastern country of Kuwait, Gail's experiences as a refugee during the Gulf War in the 1990s brought her face-to-face with the trauma of economic disruption and geographic displacement.

"Living through a war and seeing the impact of that chaos imbued in me a sense of empathy and resilience, as well as a profound awareness of the role of economic stability for a wide range of life-course outcomes."

Gail has recently been appointed a commissioner at the NZ Productivity Commission. She received the 2019 AUT University Medal, in recognition of sustained and exceptional academic achievement.





EQUALITY AND DIVERSITY AT FUJI XEROX

As a Japanese-born, Kiwi-raised company with a diverse workforce, we are a truly multicultural business. Our employees come from many different countries and backgrounds, but underpinning our business is a cornerstone principle that we treat and respect people as people.

We are committed to meeting our responsibilities under the Te Tiriti o Waitangi and ensuring that we embrace all cultures in our workplace.

Our recruitment does not discriminate against gender, race, cultural or sexual orientation, age, religion, pregnancy or disability, and we pride ourselves on our diversity and being an equal opportunity employer.

We have a truly dedicated team of employees ranging between the ages of 20 through to 80, and some of our team have been with us for over 40 years, offering an invaluable knowledge base and support system.

Our management training programmes promote awareness for managers to help understand and appreciate cultural differences within their teams as a key strength. This ensures equal participation is encouraged and that everyone has the opportunity to fulfil their potential.

We also recognise the unique challenge of gender equality in the broader technology industry, where just 23 percent of employees identify as female.*

However we are pleased with our progress in this area, as nearly 40 percent of our employees identify as female, and half of our Senior Leadership Team. We continue to make strides in this area to ensure gender diversity is present at all levels of our company in New Zealand, and will continue to evaluate ways to maintain benchmarks for female employees well above the industry average.

Our people are the key to our success, and with a strong, diverse and supportive team of resilient people committed to our customers and organisation, we look forward to the success of our next chapter.



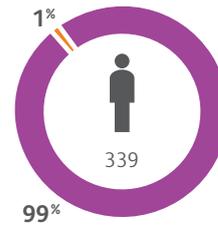
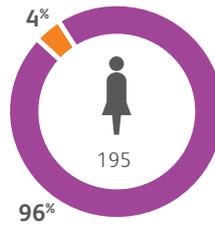
“It doesn't matter what business, industry or sector you work in, or how big or small your company is. Your success will be defined by your people. They are the most important asset you have, and to ensure a long-term sustainable future, you must have a clear people strategy that inspires, motivates and ensures that all people, no matter what their role is, work together in harmony to deliver the company's objectives.”

Peter Thomas,
Managing Director,
Fuji Xerox New Zealand



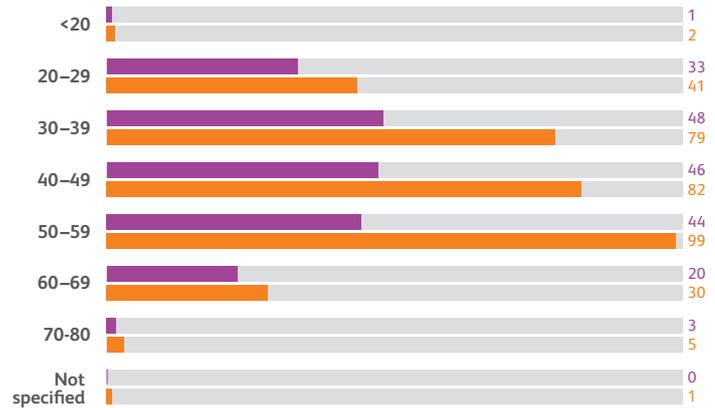
TOTAL NUMBER OF EMPLOYEES

■ Full-time
■ Part-time

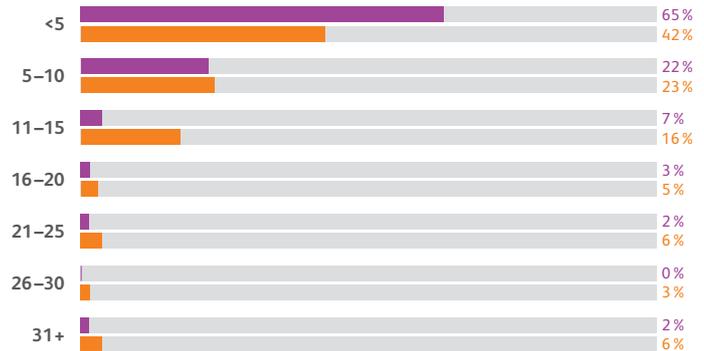


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OUR WORKFORCE BY AGE BRACKET



STAFF TENURE



My role as an HR Business Partner brings a new challenge and learning opportunity every day. The diversity of employees I interact with in the business is what makes my role enjoyable, and knowing that I am contributing to their future career success within Fuji Xerox is one of the most rewarding aspects.”

Rachel Knight, HR Business Partner

FUJI XEROX IS PROUD TO SPONSOR THIS FIRST EDITION OF THINK DIVERSITY MAGAZINE AND THE GOALS OF THE EYEVUEW ETHNIC TRUST TO BUILD UNDERSTANDING AND APPRECIATION FOR DIVERSITY IN AOTEAROA NEW ZEALAND.



Thank You

A huge thank you to our partners, Auckland University of Technology (AUT) and Fuji Xerox New Zealand, who have made this magazine possible.

It's fantastic to see big organisations recognising the importance of diversity in our society, and also believing in Eyeview Ethnic Trust and what we're trying to achieve.

Help us build a more inclusive New Zealand

If you or your organisation would like to be involved in one of our projects, we'd love to talk to you. Supporting Think Diversity and Eyeview Ethic Trust is a great way to give something back, especially if your own team is culturally diverse. We have a range of ways in which you could introduce your brand to a new audience by supporting our non-profit initiatives, and we'd welcome the opportunity to share them with you.

Please get in touch to find out how we can work together to build a more inclusive New Zealand.



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