



## Encouraging Successful Diversity Engagement & Intercultural Interaction in Campus & Community Environments

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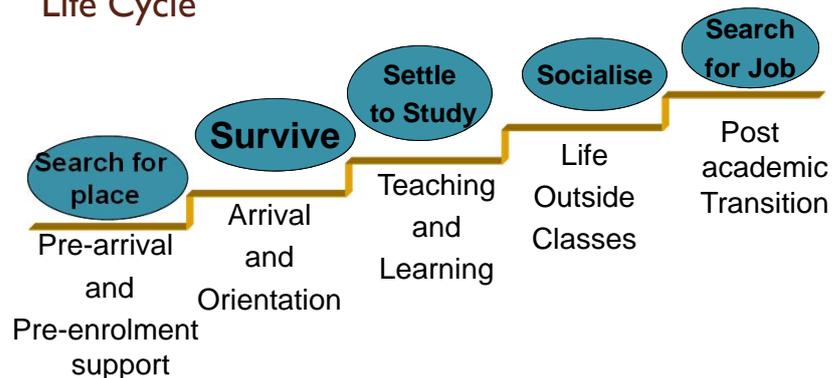
### Awareness

- Introductions
  - In groups, name, who you work for and one word to describe your job
- Writing Exercise
  - Briefly describe the student body on your campus (include international students, migrants and refugee background students)
  - Include what if any are the existing diversity initiatives
  - What do you feel is the key barrier to establishing & developing diversity engagement on your campus?
- Feedback to larger group

## Background & Bridges

- Background
  - International Student Life Cycle
  - Social Cohesion & Successful Engagement
- Bridges
  - Identifying common links and opportunities
  - Programme planning that understands the issues of diversity engagement
- Exercise
  - AUT example
  - Describe diversity policy written or default

## International Student Life Cycle



- **At each step in the cycle support is needed to make a successful transition to the next step**
- **Intervention programmes should be designed with the next step and any subsequent steps in mind**

## Social Cohesion & Successful Engagement

- Jane Jensen (1998)
  - Belonging
  - Participation
  - Inclusion
  - Recognition
  - Legitimacy
- All dimensions of social cohesion need attention in the design of programmes to achieve success throughout the international student life cycle



## Promoting Diversity Engagement @ AUT University

### AUT Diversity Strategy

#### Definition:

AUT defines diversity as understanding, respect and embracing the uniqueness that results from differences in *gender, gender identity, race, ethnicity, sexual orientation, marital status, age, disability, religious and ethical beliefs or political opinions.*



## **AUT Diversity Strategy**

### **Principles:**

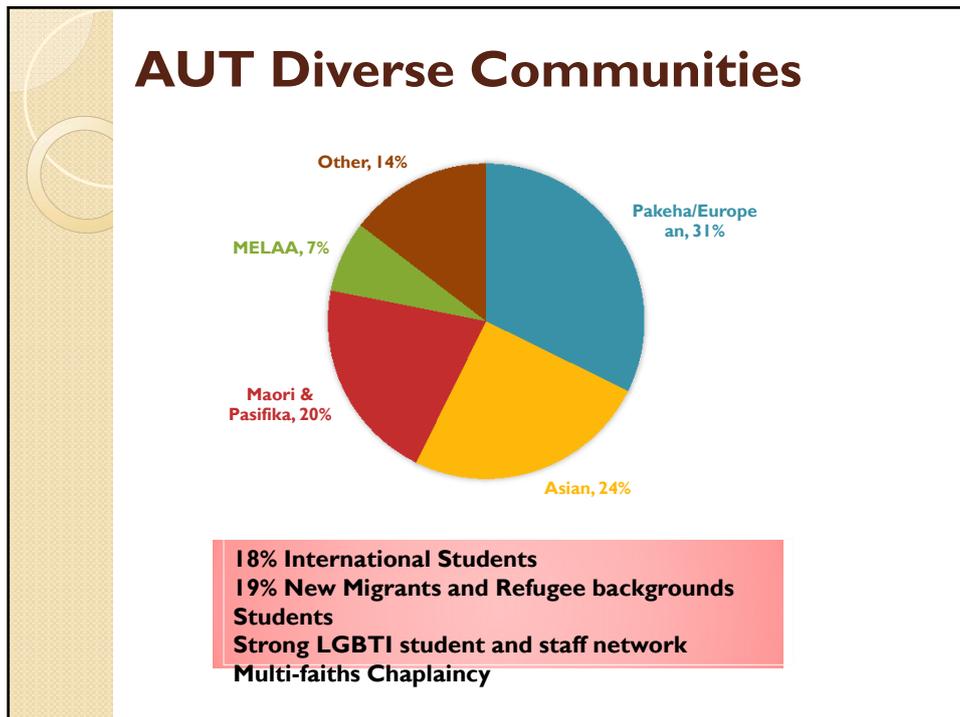
- Instill a culture of respect and inclusion
- Promote equity and diversity
- Leverage the benefits of diversity
- Meet AUT's legal obligations



## **AUT Diversity Strategy**

### **Outcome:**

- Belongingness
- Student success
- Graduate Employability
- Contributions to Community/Society



## Consider Context in Crafting Diversity Engagement – some examples

- Massey
  - Clubs
    - Alpine, Surf N Snow – domestic led inclusive attitude and practice
    - IPGMS – International led structurally and attitudinally inclusive

**The Latinamerican Society of Massey University**  
 Invites you to  
**Latinamerican Film Club**  
**Open your eyes (Abre los ojos)**  
 Directed by Alejandro Amenábar 1997 (Spain)




**May 24th, 2012, 5:30pm**  
 Ag/100r Lecture Block, AH13,  
 Turfitea Campus,  
 Room AH.5





## Consider Context in Crafting Diversity Engagement – some examples



## Consider Context in Crafting Diversity Engagement – some examples

- Community events
  - Rotary
  - Festival of Cultures



FESTIVAL OF CULTURES

**breaking the silence**

A Small Glimpse of Life Today for Many Burmese

20 MARCH - 8 APRIL 2013 - PALMERSTON NORTH, NZ [www.foc.co.nz](http://www.foc.co.nz)

**Film about life in the Thai/Burma Border Refugee Camps**

The oppression of people in Burma, as well as economic hardship, has caused a major migration of people to surrounding countries, particularly along the Thai border. It is estimated that there are more than 2 million Burmese refugees and migrant workers in Thailand.

Migrant workers are effectively bonded to their employers and at risk of rights violations from government authorities. In many cases police, military, immigration officers and other government officials, threaten, physically harm and extort migrant workers with impunity. They are also repeatedly vulnerable to abusive employers and common crimes.

A 2007 ILO report recommended training for "worker-leaders" focusing on rights under Thai labour law and ILO conventions. That is exactly what the UnionAid project has been doing.

Speakers:  
John Sherman - Union Aid  
Kevin Peteraan - Refugee Services Manawatu

Introduction of the Local Burmese Community  
Heather Tangutty

Presentations from Burmese Community in Palmerston North  
Isabelle Hsu

Film  
"Breaking the Silence"  
Monday 21 March, 6.45pm  
(Race Relations Day)  
Venue: The Convention Centre,  
Palmerston North  
[www.foc.co.nz](http://www.foc.co.nz)



Football Team from the Palmerston North Burmese Community

This evening is sponsored by Union Aid and hosted by the local Refugee Forum Community Voices.

## Consider Context in Crafting Diversity Engagement – some examples

- AUT
  - Noho Marae
  - Diversity Week
  - Future Dragonz
  - Finding work after graduation workshop

### AUT Diversity Engagement



Careers & Networking events



# AUT Diversity Engagement

## Experience Māori Culture



AUT University 27<sup>th</sup> International Noho Marae



# AUT Diversity Engagement



UNITY IN DIVERSITY: BREAKING DOWN BARRIERS, FOSTERING A SENSE OF BELONGING



## A Snapshot of Diversity Week





**AUT**  
UNIVERSITY

## Context n Crafting Group Exercise

- In your group brainstorm on ideas for a diversity engagement event or programme that can enhance diversity engagement at and beyond the step of the International Student Life Cycle assigned to your group
- Feedback Group spokesperson briefly report ideas of the group to wider workshop

## Developing a Framework

- Examples of diversity engagement in planning for the future from Massey and AUT
- Framework ideas to be considered in Planning
  - Policies
  - Staff development
  - Programmes
  - Community linking
  - Student voice
  - Systematic & contextual opportunities
- Group Exercise
  - Building on brainstorming exercise choose an aspect and ask what development is needed to be addressed in planning for the future
  - If time permits provide feedback to wider workshop
- Individual Exercise
  - Reflect on the workshop and identify three takeaways for your situation, prioritise them 1,2,3 and decide how you will approach implementation