



# ANNUAL REPORT

2021 - 2022

# HE KARAKIA TAWHITO

**Tuia ki te rangi,  
Tuia ki te papa,  
Tuia ki te moana,  
Tuia ki te ira tangata,  
E rongo te pō,  
E rongo te ao,  
Haumie, Hui e, Tāiki e!**

Bind the sky,  
Bind the land,  
Bind the sea,  
Bind mankind,  
Heard by those who have passed  
Heard by those of this world  
Gather & Progress!

# CONTENTS

- Leadership Address
- Strategy, Vision and Mission
- PTM Podcasts, Videos
- Tūhonohono Diversity
- Safari Playgroup
- Community Connection
- Finances and Acknowledgements



# WORD FROM THE CHAIR AND CE

Chair: Tracey Moore

CE: Rochana Sheward

**Tēnā koutou katoa, Ni hao, Assalamu'alaikum, Namaste, Ayubowan, Silaw, Mingalabar, Salam and greetings to all.**

"Kua mua, kua muri" is a famous whakatauki from te ao Māori. Translated as "walking backwards into the future", it reminds us of how important it is to reflect on where we have come from, to inform where we are going and how we get there.

At the end of 2021, Belong Aotearoa refreshed our strategic intent and set out a new framework for measuring the impact of our mahi. The board and organisation reaffirmed our commitment to systems change – to identifying and addressing the "upstream" conditions that hold inequity in place, whilst working with communities, families and individuals to mitigate the "downstream" impact of policies, practices and scarcity of resources that deprive people of opportunities to thrive.

With the critical issues of lifting incomes, and the inclusion, social connection, and well-being of women, clearly in our sights, we know that one of the most powerful things that we can do is to join together.

The ongoing challenges for migrant and forced migrant communities have been exacerbated by COVID-19. Belong Aotearoa has worked alongside other organisations, not only to respond to the immediate needs of communities, but to advise on and seek to influence more inclusive responses from government that will create opportunities for the long-term well-being and prosperity of those communities.





This report is a snapshot of what we have achieved this year, including Community Connections, Safari Multicultural Playgroups, and our latest iteration of #PassTheMic - the podcasts. Each piece of work is connected, and reflection forms an important part of our practice, so our team learns from the mahi we deliver, as well as from ongoing evaluation and research. Voices of the people and communities we serve inform and shape how we move forward.

Whilst we're proud of what we have achieved with communities, we know that we need to amplify those voices and our learnings to drive the policy changes needed.

To our funders, our collaborators and our supporters across the motu, thank you for walking alongside us to amplify diverse ethnic voices, challenge the status quo and push for an inclusive and equitable Aotearoa, New Zealand.

To our staff and trustees, with a shared passion for community, it is an honour working alongside you. Thank you for sharing your many talents, skills and experiences that continue to enrich our organisation, our sector, and the communities we serve.

As we look forward to what next, we know that the challenges facing our sector, the hardships of our communities and the tragedies happening around the world, can seem overwhelming. But we are hopeful. A hope that stems not only from our vision of a better future, but also from the boundless talent, creativity, resilience, and tenacity we continue to see in our communities. So, here's to you, and to us, working together, to create an Aotearoa where we all belong.

*Tracey Moore . Rochana Sheward*

## BOARD

- Tracey Moore
- Deborah James
- Javeed Ali
- Tayyaba Khan
- Maretha Smit
- Rami Alrudaini
- Lynette Adams
- Dr Elizabeth Fitton-Higgins
- Taufil Omar

## STAFF

- Rochana Sheward
- Malu Malo-Fuiava
- Sally Chu
- Charlotte Gordon
- Mel Hornby
- Rifna Rizwan
- Najira Khanam
- Yasmin Standfield
- China González
- Swati Walimbe
- Ruthie Nielsen
- Gayas Fathima
- Gary Stewart
- Leita Hassan
- Divya Karanam
- Gatluak Chuol
- Zarah Attayee
- Shabnam Nisha
- Rashmitha Kamaraj
- Nazmin Bhikoo
- Pooja Sehgal
- Anisa Said
- Jameila Abdul Rahim
- Tsehainesh Gebremeskel Hibtit
- Vekata Viyyapu
- Iswarya Balamurugan
- Naveed Shahla
- Juventus Toailoa
- Dilini Warnakulasooriya

## OUR TEAM

# STRATEGIC INTENT

**VISION:** An inclusive, connected Aotearoa, New Zealand where refugee-background and migrant communities enjoy and contribute towards collective wellbeing

## THE CONTEXT OF OUR WORK

### UPSTREAM CONDITIONS

- societal & institutional racism, discrimination, bias
- colonial/western-centric policies & decision-making models

### DOWNSTREAM CONDITIONS

- inadequate, inappropriate & inaccessible services
- funding centred on services/agencies rather than community responses

### DOWNSTREAM IMPACTS

exclusion from:

- income
- opportunities to achieve wellbeing
- communities of support

## HOW WE WORK

### INFLUENCE & ADVISE



Identify opportunities to influence attitudes, policy and practice that benefit newcomer communities. Advising to scale up effective solutions and courageously challenge ineffective solutions.

### AMPLIFY



Learnings and connections used to amplify migrant and former refugee voices to key changemakers; government, employers and settlement agencies. Best practice, evidence-based and first-hand experience solutions amplified.

### LEARN



Gather views and evidence about key issues through research, convening sector voices and working directly with communities to enhance wellbeing; innovating and seeking new ways to address long-standing challenges.

# THEORY OF CHANGE

**MISSION:** Driving transformational change to improve inclusion, belonging and wellbeing for refugee-background and migrant communities

## GOALS

### LONG-TERM UPSTREAM CHANGES

- More inclusive policies
- Inclusive service design and accessibility
- More inclusive attitudes and behaviours towards ethnic communities

### LONG-TERM DOWNSTREAM CHANGES

- More equitable access to income and opportunities that support wellbeing
- Increased resourcing of local community support systems for refugee-background and migrant communities

## PRIORITIES



**LIFTING INCOMES**



**INCLUSION, SOCIAL CONNECTION AND WELLBEING OF WOMEN**



**EMBEDDING TE TIRITI PRINCIPLES AND PRACTICES**



**CHANGING ATTITUDES**



**REFLECTIVE PRACTICE**

# #PASSTHEMIC

Podcast series centring the voices of people from migrant and refugee backgrounds in Aotearoa



## AMPLIFYING VOICES

***What started off as a community-led media campaign, grew to a book of stories and now, a podcast series; and throughout it all, always with the same purpose to amplify diverse voices through storytelling.***

Storytelling is a powerful tool from which to share, connect and inspire positive change. Through #PassTheMic we amplify community voices and their stories to help show the diversity of their lived experiences beyond the ones more commonly shown of the extremes of hardship and success.

The podcasts provided a new channel for #PassTheMic and with that, opportunities to collaborate with different organisations who had a shared passion for communities and believed in the power of storytelling.

The #PassTheMic podcasts were created in collaboration with Storyo, Planet FM and Sport Waitakere. The podcasts also enabled #PassTheMic to reach a diverse group, within the

migrant and former refugee community and beyond. We recruited participants through our collaborative partners and our own social media and newsletter, with a range of people sharing their reason why they wanted to join.

*"I would like the opportunity to participate (in) this podcast series to showcase my perspective as it touches on the evolution of first-generation African migrant identity, my exploration of her black refugee womanhood and the plight of living inside and with broken systems."*

*"Personally think that there aren't too many migrant voices focusing on indigenous solidarity and climate change - wanting to break some stereotypes on what makes you successful as a new migrant here."*

SPORT  
WAITAKERE



Planet  
FM104.6





We recorded the stories and experiences of fifteen New Zealanders from migrant and former refugee backgrounds, with a range of topics covered from climate change and pay equity, to gender, identity and sports.

As we released the podcasts, we received positive engagement across Instagram, Facebook, Twitter and LinkedIn supporting our podcast speakers and what they were sharing.

*"The podcasts were superb. So authentic, personal and as an immigrant, POC, minority I found something in common with just about every single guest on the show. Loved how deeply personal stories got to be shared, raw, gritty and truthful. Season two please :)"*

*"I love how you manage to find a wonderful way to live the values you were brought up with, Pok Wei Heng, yet not seem constrained by them. You're brave and an inspiration (and a wonderful colleague to boot)!"*

The podcasts speak to the breadth of experiences from these communities and through feedback from podcast speakers themselves, just how valuable these opportunities are.

*"I felt refreshed. It wasn't just me that felt like this about the world around me."*

*"I felt I was able to share my honest thought on the topics that arose. This was empowering and I felt absolutely supported by (Storyo)."*

## SNAPSHOT OF REACH

Up until 1st July

Posts made on IG:  
29

Total reach on IG:  
35,300

Total shares on IG:  
401

Up until 1st July

Posts made on LI:  
21

Total reach on LI:  
22,000

Total engaged on LI:  
1,045

Both reaches are organic / non advertised

**Broadcast across five radio stations**  
IG = Instagram LI = LinkedIn

# TŪHONOHONO DIVERSITY

As part of the ongoing project **Tūhonohono Diversity**, with support from Henderson-Massey Local Board, we have been able to deliver a programme to build capabilities in ethnic communities, to support their communities to learn about the Treaty of Waitangi.

Tūhonohono Diversity project is all about how we support our ethnically diverse ethnic communities. This project has held intercultural dinners, created a book of stories through PassTheMic, convened hui and held Treaty workshops which has been developed further to a facilitators programme.

Ethnic community leaders in west Auckland were supported to learn about the Te Tiriti o Waitangi/Treaty of Waitangi and how they can facilitate activities to support their community to learn too. As part of the training programme, each community leader was supported to create and run their own Treaty workshop, specifically catered to each of their communities. This provided the immediate opportunity to put to practice their learnings from the programme.

The ethnic community leaders belonged to diverse ethnic groups including Auckland Pilipino Trust, Waitakere Chinese Association, Hope Worldwide and Auckland Asian Association. This also resulted in a variety of events for communities.

Some held a family day out that weaved in learning and play, that had activities outdoors to help people learn in an interactive way. Others hosted workshops in local spaces utilising their different languages to help engage with their communities.

## Participant feedback and learning

"It is important for Asian community to learn the historical facts of colonisation in NZ and its effects" - Community Leader

"Working together and maintain peace within the community. Learn and understand the in-depth racism that occur in the whole misunderstanding of the Treaty (Maori/English). Learn to become a facilitator in delivering Treaty." - Community Leader

"Appreciate and understand of the Māori in Aotearoa and what they have undergone to fight for their rights" - Community Member

"How important Te Tiriti is to all of us in NZ Aotearoa" - Community Member

"The naked truth about the history I did not know about" - Community Member



# SAFARI MULTICULTURAL PLAYGROUPS

**Providing safe, local and culturally inclusive spaces for former refugee and migrant background families to play, connect and learn.**

## LOCKDOWN AND ONLINE PLAYGROUPS

When New Zealand went into lockdown August 2021, our Safari team was ready to move our activities online. We were able to move quickly, ensuring families were equipped to work online, using our learnings from previous lockdowns.

Given the great engagement on our Zoom mat times, it was extended from 20 minutes to 40-45 minutes with two staff members running each session.

Together, we were able to produce a high-quality mat time that children and mums enjoyed. There was consistent attendance throughout lockdown.

Sessions were recorded and continue to be viewed by our families and became a good way to keep our community of families with young children connected with Safari and with each other.



*"My son enjoyed mat time the songs, dancing and the activities. It's good for us to sit and see the dancing and my child dance and he enjoyed it. It's very good for us. Thank you."*



## GRADUATIONS

We've had many types of celebrations but now we are formally celebrating graduations of our departing tamariki.

As part of the graduation celebration, we have given gift boxes containing goodies to help tamariki continue their interactive play and learning. We are grateful to our supporters for their contributions that made this possible.

Kindergarten is an important transition for any child and their family. As children move from playgroup to kindergarten, graduation ceremonies provide families with the opportunity to celebrate their achievements in the playgroup but also the start of a new chapter in their child's education.



*"Safari is like must to do thing in our routine. Here kids can learn and play. Also they are getting ready for school. For my daughter I can see the difference. Am very happy for the supportive team here."*

## ENGAGE PROGRAMME

If you were to visit one of the six Safari playgroups, you'd likely see children looking for toys hidden under cups, flashing up memory cards or dancing to music with scarves and sticks waving.

These might look like typical kids' activities at a playgroup, but they are really a set of carefully crafted games that, if played regularly, will support a child to 'self-regulate' their emotions, which is a huge indicator to success later in life.

This is the Engage programme: a nationwide programme to help children cultivate their emotional, cognitive and behavioural skills through game playing. It was developed by Associate Professor Dione Healey of Otago University, and is based on research findings from the Dunedin longitudinal study.

The Engage programme is currently taught in hundreds of ECEs and schools throughout New Zealand, but Safari playgroups are the first playgroups to deliver this programme.

The programme was adapted for the playgroups' younger audience and already the Safari playgroup leaders are noticing changes in children over the term as they become accustomed to the games.

Children are playing and interacting more, sharing their toys, being more attentive during story time and mat time, and joining in more with group activities. Even when children are faced with frustrating tasks during play, they are sticking to it and seeking other ways to problem solve. Mums have also started playing these games at home after seeing the positive impact it is having on their children.



*"My son enjoyed mat time the songs, dancing and the activities. It's good for us to sit and see the dancing and my child dance and he enjoyed it. It's very good for us. Thank you."*



*"My two girls coming to Safari Manurewa from last year. We are loved to come to your playcentre. Thank you for your patience and caring in supporting my daughters to develop. Really appreciable engaging children in different activities. Thank you for the team."*



# COMMUNITY CONNECTIONS

**As part of the national response to COVID, Community Connectors were funded nationwide, to help individuals and families navigate and connect to local and national services, resources and support to help them self-isolate and reduce the impact of COVID.**

This year Belong Aotearoa became a Community Connector, with a specific focus to support ethnic communities in Auckland impacted by COVID.

The support responds to immediate and emergency needs of families, as well as helping address longer term challenges that people are experiencing.

We understand the importance of building pathways to long term solutions, as well as providing that urgent support. This has become clear through our work with communities and our research report 'Migrants in the time of COVID'.

Many families are making impossible choices such as choosing whether to eat or have a place to stay, that COVID has only exasperated. We are working alongside others to go beyond the immediate needs, but also look at how we can collectively influence policy for more sustainable solutions.

Being able to provide this support to communities enabled us to also get a better idea of the challenges communities were facing and identify alongside other providers, key areas of vulnerability that we are working with others to address.

## FOOD INSECURITY



Initially there was a lack of culturally appropriate food support e.g. food boxes as well as lack of resources to access food.

## MENTAL HEALTH



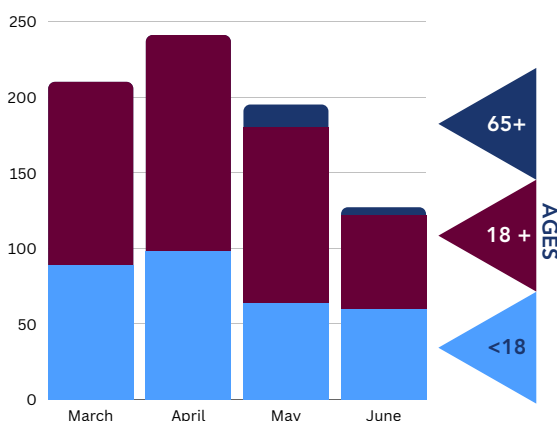
Communities shared their experiences of stress, anxiety and depression, from the impact and uncertainty of COVID, and the lack of knowing where to go for support.

## EMPLOYMENT



Many interested in employment, but need a lot of support to be work-ready including support around getting a driver's license, CV writing and general information around job expectations.

## PEOPLE SUPPORTED AND AGES



**HAVE YOU BEEN IMPACTED BY COVID?**

**LET US KNOW**



# THANK YOU



***Our work would not be possible without a range of organisations, community groups and people supporting us. Thank you all for believing in our work and for being on this journey towards creating an Aotearoa, New Zealand where we all belong and thrive.***

Aotearoa Resettled Community Coalition  
Asylum Seekers Support Trust  
Auckland Airport Community Trust  
Auckland Asian Association  
Auckland Council  
Auckland Foundation  
Auckland Libraries  
Auckland Pilipino Trust  
Anglican Trust for Women and Children (ATWC)  
Auckland Transport  
Auckland Zoo  
Better.co.nz  
ButtaBean Motivation  
Bunnings Takanini  
Bunnings Mt Roskill  
Bunnings Henderson  
Called  
City Centre Network  
COGS - Auckland City

COGS - Manukau  
COGS - Waitakere  
Community Waitakere  
DIA Ethnic Community Development Fund  
Eat My Lunch  
English Language Partners  
ESOL Auckland Trust  
Foundation North  
Givealittle donors  
Glen Eden Intermediate School - Room 12  
Good Bitches Baking  
Henderson-Massey Local Board  
Hillview Christian School  
Hope Worldwide Pakistan  
HOST Aotearoa  
Immigration New Zealand

Iti Rearea  
 Japanese Society of Auckland  
 JR McKenzie Trust  
 Kai Collective  
 Lifewise  
 Littlemore  
 Mahi Yoga Koga Class  
 Maungakiekie-Tamaki Local Board  
 Middlemore Hospital Social services  
 Migrant Action Trust  
 Migrante Aotearoa New Zealand  
 Ministry of Business, Innovation and  
 Employment  
 Ministry of Education  
 Ministry of Social Development  
 New Zealand Lotteries  
 New Settlers Family and Community Trust  
 (NFACT)  
 NZ Community Trust  
 NZ Ethnic Women Trust  
 NZ Red Cross  
 Onehunga High School and Adult Community  
 Education

Otara Health  
 PlanetFM  
 Plunket  
 Point & Associates  
 Pub Charity  
 Puketāpapa Community Network  
 Rangitoto College - Sociology Students  
 Refugees as Survivors New Zealand  
 Somali Education and Development Trust  
 Sport Waitakere  
 St John New Zealand  
 Storyo  
 Synergy Trust  
 Tangata Tiriti - Treaty People  
 Te Ohu Whakawhanaunga  
 The Lion Foundation  
 The Refugee Alliance  
 The Trusts - West  
 The Trusts Community Foundation  
 Two Kererū  
 UMMA Trust  
 Waitākere Chinese Association  
 Waitākere Indian Association

**FOR THE YEAR ENDED  
 30 JUN 2022**

## FINANCES

### FINANCIAL PERFORMANCE

#### 2021 TOTAL

REVENUE	EXPENSES	SURPLUS FOR YEAR
\$1,066,742	\$1,057,902	\$8,840

#### 2022 TOTAL

REVENUE	EXPENSES	SURPLUS FOR YEAR
\$930,162	\$926,707	\$3,455

### FINANCIAL POSITION

#### 2021 TOTAL

ASSETS	LIABILITIES	ACCUMULATED FUNDS
\$896,348	\$575,621	\$320,727

#### 2022 TOTAL

ASSETS	LIABILITIES	ACCUMULATED FUNDS
\$1,650,836	\$1,321,654	\$329,182

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