



Kumara Vine



**Community
Waikato**
He piko he kaainga

March 2022

Update from Holly

Women make up a significant proportion of leaders and workers in the community and social service sector and women are often the recipients of much of the work we do. This Kumara Vine edition celebrates some of the extraordinary work being done in our sector that empowers women. It shines a spotlight on the services designed by women, for women and demonstrates the diversity of the work we undertake in our sector.

You will also notice that a lot of the training we are offering this year will be over zoom or another video conference platform. This is our way to continue to provide service while navigating the uncertainty that Covid brings. We are keen for your feedback on how this works for you or if you have alternative preferences for accessing professional development.

We are in the process of determining the format and topics of the Managers Forums for the rest of 2022. We are interested in sector feedback on relevant topics for discussion and experts who could contribute to our series. If you are a manager of a non-profit organisation and are not currently on our contact list for the Managers Forum, please contact me (holly@communitywaikato.org.nz) to be added.

We are also in the process of organising a sector conference which will take place on 28-29 September 2022. The theme is 'Embrace the Challenge', and we will have a range of inspirational speakers, workshops, and opportunities to participate, that will leave you feeling inspired, and armed with the tools you need to deal with a world full of uncertainty. Watch this space.

Finally, we expect 2022 will be another challenging year for our sector. We expect those challenges will be both personal and work related as we navigate higher numbers of community spread of Covid. To support the health of our team, Community Waikato are prioritising wellbeing this year. We are developing a wellbeing strategy and working with the team to ensure they have what they need to thrive. This also means that we may engage with people differently. We will have masks, we will socially distance, and we may have a preference at times for video conference meetings and phone calls rather than face to face interactions. We are conscious that the health and safety of our team and the members of our sector is paramount to us all being able to continue to provide our services. And if you want to know more about developing a tailored wellbeing strategy for your own team, please make contact with us.

We are pleased to introduce the two new board members we have at Community Waikato



Manaaki Nepia, Strategy and Relationship Manager for Te Whakakitenga o Waikato Tainui



Moko Tauariki, Kaihautuu at Te Kuratini O Waikato (WINTEC)

Manaaki is a proud Maaori woman of Waikato descent, and a mother of 2 talented and caring young Maaori men aged 22 and 15. She is the wife of 19 years to Jason Nepia who she describes as her 'soulmate'. Manaaki is passionate about Maaori wellbeing and firmly believes in order to achieve positive and equitable outcomes for Maaori, we need leadership and need to focus on the outcomes that matter; and we need to remain firmly fixed on the empowerment of Whaanau/Hapuu/Iwi in the architect and design of their own destinies.

Moko currently works as a Kaihautuu at Te Kuratini O Waikato (WINTeC) as part of a change management team called Tooia Mai since May 2021. His responsibility is to lead the implementation of a cultural capability framework across the organisation. Moko has experience in the social services and environmental sectors as a practitioner and understands those spaces very well. His passion is to support a nation that embraces and manifests Te Tiriti O Waitangi in a way that reflects partnership and equity in a meaningful way.

Red

Community Waikato under the Traffic Light System

Practice good hygiene

- Stop hand shakes and use **non-contact greeting methods**
- Hand sanitiser** is available for your use at entrance ways and in meeting rooms
- Disinfectant wipes** are available to wipe surfaces like doorknobs, tables, and light switches
- Wear a **face covering** when you are in the Community Waikato building
- Increase ventilation** by opening windows or doors if practical

We ask visitors to the Community Waikato building to please...

Show your **Vaccine pass** to enter

Physically distance, maintaining a distance of 1m apart

Not enter the **staff kitchen area**

Stay home if...

- You are **sick**
- You are waiting for the result of a **COVID test**
- You have been identified as a close or casual contact of someone who has **COVID-19**

Community Waikato
He piko he kainga

These measures reflect our commitment to do our bit in reducing the risk of spreading COVID-19. We're all in this together.

How can you help to #BreakTheBias this International Women's Day?

International Women's Day (March 8) is a global day celebrating the social, economic, cultural, and political achievements of women.

All over the world significant activity is witnessed as groups come together to celebrate women's achievements or rally for women's equality. International Women's Day has occurred for well over a century with the first gathering held in 1911.

Marked annually on March 8th, International Women's Day (IWD) is one of the most important days of the year to:

- celebrate women's achievements
- raise awareness about women's equality
- lobby for accelerated gender parity
- fundraise for female-focused charities

This year the theme for International Women's Day is #BreakTheBias which highlights the importance of challenging biases and misconceptions in the interest of creating a more inclusive and gender-equal world.

Imagine a gender equal world.

A world free of bias, stereotypes, and discrimination.



A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.

Together we can forge women's equality.

Collectively we can all **#BreakTheBias**.

Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can break the bias in our communities.

We can break the bias in our workplaces.

We can **break the bias** in our schools, colleges and universities.

Together, we can all break the bias - on International Women's Day (IWD) and beyond.

The UN also issued a 2022 theme: "**Gender equality today for a sustainable tomorrow.**" The UN's 2022 theme celebrates girls and women who are leading the charge toward a more sustainable future, and climate change response efforts.

Advancing gender equality in the context of the climate crisis and disaster risk reduction is one of the greatest global challenges of the 21st century. The issues of climate change and sustainability have had and will continue to have, severe and lasting impacts on our environment, economic, and social development. Those who are amongst the most vulnerable and marginalised experience the deepest impacts. Women are increasingly being recognized as more vulnerable to climate change impacts than men, as they constitute the majority of the world's poor and are more dependent on the natural resources which climate change threatens the most.

At the same time, women and girls are effective and powerful leaders and change-makers for climate adaptation and mitigation. They are involved in sustainability initiatives around the world, and their participation and leadership results in more effective climate action. Continuing to examine the opportunities, as well as the constraints, to empower women and girls to have a voice and be equal players in decision-making related to climate change and sustainability is essential for sustainable development and greater gender equality.

"Without gender equality today, a sustainable future, and an equal future, remains beyond our reach."

International Women's Day is not country, group, nor organisation specific. No one government, NGO, charity, corporation, academic institution, women's network, or media hub is solely responsible for International Women's Day. The day belongs to all groups collectively everywhere.

Gloria Steinem, world-renowned feminist, journalist and activist once explained

"The story of women's struggle for equality belongs to no single feminist, nor to any one organization, but to the collective efforts of all who care about human rights."

So, make International Women's Day your day and do what you can to truly make a positive difference for women.



The Waikato Women's Fund harness philanthropy for women by women

Women are growing a force in philanthropy. Research tells us that women are more likely to give, give more, and give more often. This is true at all age levels.

From November 2017, a small group of Waikato women guided by Momentum Waikato Community Foundation started meeting together to discuss setting up a women's fund for the Waikato region. The aim was to follow the example of the Auckland Foundation Women's Fund, created to harness the growing global opportunity of philanthropy for women by women.

This establishment group then launched the Waikato Women's Fund - Te Ira Waahine o Waikato (WWF) on 31 July 2018 at the Meteor Theatre in Hamilton, with the support of Dellwyn Stuart, CEO of Auckland Foundation, and Gill Greer, CE of National Council of Women.

The WWF is effectively a giving circle – a collective community of donor members who singly may have limited philanthropic impact but together can achieve far greater impact. Donations become part of a named fund, the WWF, invested as part of Momentum's endowment fund which exists in perpetuity for the benefit of future generations. The WWF grows from its investment

return and by ongoing contribution from donors across our community, particularly but not exclusively from women.

"Women and girls miss out on 90% of charitable giving, yet they face some of our biggest issues and are the face of poverty in New Zealand. Few granting organisations are tracking how their funds support women and rarely do they have clear criteria for gender equality" says Rachel Afeaki-Taumoepeau, Chairperson of the Waikato Women's Fund.

The purpose of the voluntary-led Waikato Women's Fund, remains to help women, girls and their communities achieve their aspirations, by growing a sustainable fund, making grants, and celebrating women and girls with activities that showcase the power and beauty of women, girls and their communities.

WWF act in trust for, and are guided by, women and girls of the Waikato.

"We recognise the diversity of women and girls, and their communities" says Rachel.

The Fund exists to support projects that help and empower girls and women to reach their full potential and achieve

the best outcomes.

In recent years, the needs of girls and women that have not been met for various reasons. Many individuals (regardless of gender) and organisations are increasingly supportive of initiatives that help to provide opportunities for girls and women, and WWF are interested to enlist any members or potential partners who would like to support such endeavours.

"As a giving circle we don't judge generosity and all our members get to help us decide which projects to fund and how best to make a difference" says Rachel.

Each year the WWF grants 80% of their investment return and retains the other 20% to grow the endowment fund, which continues to grow by way of donations from members and from fundraising events. The committee and membership annually decide on which organisations should receive grants.

The grant making focus for 2021 was on leadership and well-being resilience.

"In 2021, we were incredibly pleased to announce two grants of \$5,000 each to The Flourish Leadership Development for Ethnic Women programme run by the Hamilton Multicultural Services Trust at the Waikato Settlement Centre, and Te Hinatore run by Anglican Action" says Rachel.

Flourish is a leadership development programme for aspiring leaders from our ethnic communities. It is a 10-month long programme that is run annually for women from both migrant and refugee background that focuses on growing the skills and confidence of women to act as positive change-makers, in their workplaces and their community. The project involves women looking to learn more and improve leadership knowledge, women who want to empower others to do better, and women who will provide support and act as mentors.

Te Hinatore (run by Anglican Action) is using the grant to fund a six-week Mana Waahine programme designed specifically for young women navigating the youth justice system or facing challenges within their lives.

"As the endowment fund grows, we will look forward to making grants to many more worthy organisations who support girls and women by providing opportunities and to achieve their aspirations" says Rachel.

Anyone who donates any monetary amount to the WWF will be a member of the WWF, whether through a one-off donation, regular instalments, or a bequest. Contributions of any size are welcomed. This means that while there are many donors who all give a wide range of amounts to the WWF, all are involved equally in conversations and decisions about how the WWF is distributed. Inclusivity and equity are guiding principles of the Fund.

There are many different stakeholders of the WWF, including:

- The WWF Committee – a group of passionate and diverse women from our region who volunteer their support to the Fund knowing that they can help make a difference in the lives of many girls and women in the Waikato.



- Fund members/donors – a diverse range of individuals who wish to support by way of donation or volunteering time and other services.
- Grant recipients - typically community service providers who work with many communities of girls and women across the region, supporting their needs and providing opportunities.
- Momentum Waikato – Momentum is the registered charitable entity behind the WWF. This means that Momentum manages the investment of the fund, reporting on fund returns, and administration and compliance associated with being a charity, so that the WWF committee can focus on growing the fund and making a difference through granting.
- Fund partners/sponsors - WWF are very grateful to have some key partners who support the Fund and their key fundraising event, Waahine Toa (date for 2022 event to be confirmed).

"We would like to thank our main partner Tompkins Wake for their continued support, as well as principal sponsors Duncan & Ebbett, Hamilton Volvo and Craigs Investment Partners" says Rachel.

- Our wider Waikato community – we all have a vested interest in helping our community to flourish.

WWF are actively looking for additional corporate partners who may wish to support the Fund by either sponsoring an event or on a year-round basis, and they would love to hear from such organisations as to how they would like to support the endeavours of girls and women in our region.

Interest can be registered with WWF Committee Member, Fiona Welch (fiona@untetheredltd.com).

WWF also invite anyone to donate to the Waikato Women's Fund and contribute to a coordinated and well-led movement for women and girls. Your donation will count, and it will matter. Every contribution to WWF work is valued. WWF celebrate reciprocity and know that women and girls give and receive throughout their lives.

The WWF wants to ensure there are no barriers to donating based on affordability or gender. Share in the joy of giving, make change happen and be part of our region's first Women's Fund.

It is easy to donate online at any time – head to: <https://wwf.momentumwaikato.nz>

Empowering Women

**“Me aro koe ki te haa o Hine-Ahu-One”
“Pay heed to the dignity of women”**

This is a showcase of several organisations and programmes here in the Waikato that are specifically aimed at empowering women.

YWCA Hamilton

The YWCA of Hamilton has been empowering young women in the Waikato since 1946. Together with their sister organisations around New Zealand and the rest of the world they work towards a future where everyone has the same opportunities in life regardless of gender. YWCA believe that every woman can achieve success whatever that means for them.

Their activities for young women include events, workshops and retreats. Their two big annual events happen around the International Women's Day (March) and Suffrage Day (September). They are launching their newest workshop on how to lessen the impact media has on body image in March.

They use social media (@ywcahamiltonnz) to inspire women to be the best versions of themselves and to educate their audiences on issues facing women in today's society.

They are on a look out for young women who are passionate about gender equality. The aim is to champion and support them so that together we can make a real change in the communities we live in.

The best way to connect with YWCA Hamilton is to follow them on Facebook or Instagram. If you are interested in working in a voluntary capacity with them, please get in touch julia@ywcahamilton.org.nz



Dress for Success Hamilton

Dress for Success Hamilton is the only provider of a free employment dressing service for women in the Waikato region. Over the last 20 years, they have served over 3500 Waikato women, and are aiming to serve an even greater number as they look to the future.

Women can access their services either by being referred by Work & Income or other employment agencies or referring themselves by contacting them directly. Women in the wider community can donate gently used clothing, funds and or volunteer their time and talents.

Their dressing days are Tuesdays, Wednesdays, and Thursdays. After their service, 98% of women indicated feeling high levels of confidence regarding their job search or employment. The impact of this positive change in client confidence is evident when they leave with their heads held higher and makes a significant difference to how women approach their interview or a new job. Clients report feeling more comfortable in professional settings, more confident, and courageous.

A recent client comment says it all, "What you provided for me is more than beautiful clothing and accessories, it is this wonderful feeling of empowerment and confidence."



Insight Endometriosis

Insight Endometriosis is a Charitable Trust supporting those affected by endometriosis since 1999.

Originally they were established as a support group, meeting up and sharing experiences with the occasional guest speaker, and raising awareness at local Women's Lifestyle Expos. When they surveyed their community, everyone wanted to do more, so they started the annual Purple Walk - a community event based at Hamilton Lake on the 2nd Wednesday in March (this year and last, sadly a casualty of Covid).

In 2010-11 Insight Endometriosis conducted a major community needs survey, and from there developed additional support options as well as structured education programmes and comprehensive fact sheets. With Covid, they've recently conducted a strategic refresh. As well as continuing with their existing services, they're now looking at ways to address underlying equity issues associated with this neglected women's health issue, as well as wider gender-based issues.

Endometriosis affects an estimated 1-in-9 of those born with a uterus from teen through menopause, with wide-ranging impacts on study, work, fertility, and relationships - and so

has wide impacts on friends, family and employers.

Anyone wanting to find out more about endometriosis and their services, locate their fact sheets, connect with their Educator, or volunteer their time and expertise to this cause can find out more on their website www.insightendometriosis.org.nz or look them up on Facebook page or Instagram. You can be assured of a warm welcome.



Photo credit: Kate Ryan of Ryan's Daughter Photography

Te Whakaruruhau Waikato Women's Refuge

Creating positive pathways to healing, resilience and empowerment for whaanau impacted by violence is key to breaking cycles of intergenerational violence and preventing intimate partner and family violence from occurring and reoccurring at a community level.

Te Whakaruruhau Māori Women's Refuge first opened in 1986, through the efforts of a group of local Māori women, to save lives and reduce the harm caused by domestic violence. Led by two strong, passionate and committed Māori women – Ruahine Albert and Ariana Simpson – Te Whakaruruhau set about to meet the identified gap of culturally appropriate services, specifically for Māori wāhine and tamariki impacted by intimate partner and family violence.

In those early years, the service provided a 24-hour crisis response team and safe housing in a one bedroom flat. Te Whakaruruhau safe housing has now grown into 2 crisis/safe houses, 4 transition houses and 4 community transitional houses across Hamilton City. Their service has also

transformed into one which provides support to all wāhine, tamariki and whānau affected by domestic violence in the Waikato region. They believe that working with the whole whānau is a way of creating long-term change with domestic violence. This is why, where possible, they also work with tāne who are committed to change.

Ruahine and Ariana have vigorously maintained the vision of Te Whakaruruhau and worked tirelessly over the years to bring about an awareness of the issues for Māori wāhine living with violence. They have fought hard to provide a local and national response to domestic violence in Māori whānau, and continue to challenge a system that refuses to hold perpetrators accountable for their behaviours and abusive actions towards their families. Along with many others, Ruahine and Ariana have been relentless in their efforts to transform New Zealand's legal and social systems to respond proactively to victims of domestic violence.

Rainbow Hub Waikato

For many women, being a part of the Rainbow community comes with challenges – there is still discrimination in general society, and within our own community we have a history of bisexual women kept from lesbian spaces, and trans women not given the same rights as cis women. We know that intersex women, takataapui and Rainbow women of colour have also had to fight to be included. But our world is changing, and at Rainbow Hub Waikato they welcome, advocate and advance the rights of all women.

In the Waikato, Rainbow Hub Waikato supported 'Say My Name' - an event for trans people to be able to fill out and pay for documentation in their correct name. Counting Ourselves research from the University of Waikato recently showed that 59% of trans people have had to use an ID that does not match their appearance - which can lead to discrimination and being denied services. Over 100 people from all parts of our Rainbow community came together to support this kaupapa and they raised over \$2000 to make these changes easier, because trans women *are* women.

There are many ways women in the Rainbow community can get together and support each other - on facebook you can look for Waikato Queer Women (beyond the binary) as well as Rainbow Hub Waikato, or email info@rhw.org.nz to find out what is going on.



Shama

Shama is a community organisation that works with ethnic women and families to provide both a regional response for domestic violence and a national response for sexual violence, which includes a crisis response service, long term therapeutic support and prevention work through community development.

While Shama provides specialist support for those experiencing violence, it takes a holistic approach to the needs of women, their children and their families. Shama is a community hub for hundreds of ethnic families in the Hamilton area. They provide peer-to-peer support for ethnic women through the running of regular classes such as English, crafts, cooking, and the parent support programme.

The primary objective of Shama is to be a vibrant,

sustainable social service organisation that provides culturally appropriate support, advocacy, and programmes to ethnic women, their children and families, and to be a source of strength and empowerment for ethnic women of all ages. Shama aims to support the development of a truly multi-cultural New Zealand where all women from ethnic minorities would be fully integrated into New Zealand society, achieve their aspiration as Mana Wahine, free from fear of violence and discrimination, and to be recognised as valuable contributors to their local communities.

You can get in touch with their team via their website www.shama.org.nz, Facebook <https://www.facebook.com/ShamaEthnicWomensTrust>. Or email info@shama.org.nz, or or phone 07 8433810.



National Council of Women NZ (Hamilton Chapter)

NCWNZ as an umbrella organisation has been working towards true gender equality in Aotearoa New Zealand for more than 125 years. Their goal is that New Zealanders of all genders will have the freedom and opportunity to determine their own future. NCWNZ has members from around the country representing more than 200 organisations, and along with individual members, work closely together to achieve their goal.

Through NCWNZ branches and Action Hubs, members and organisations have a chance to contribute to important and influential actions and initiatives on law, policy and societal reform. NCWNZ also makes significant contributions to global initiatives for women such as the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Committee on the Status of Women

(CSW). NCWNZ's Waikato members have held significant roles in the national organisation, including former national Presidents Dame Jocelyn Fish, Janet Hesketh (QSM, CNZM) and Elizabeth Bang (CNZM). Dame Jocelyn and Elizabeth were also made NCW Life Members for their contributions and dedication to NCW's work.

You can meet Elizabeth at a Hamilton branch meeting, as she is still actively involved with the organisation. You can also participate in NCWNZ'S Action Hubs on topics like Environmental Sustainability, Safety & Health, Education, Economic Independence and more by signing up for membership. Meetings can be attended online, and the Hamilton Branch of NCWNZ meets on the 2nd Tuesday of every month. Contact ncwnzhamilton@gmail.com for more information.



Community Waikato Workshops

■ March-June 2022

Leadership Learning Programme - 4 workshops over 4 weeks

Starting 1 March, 10am-12noon, delivered via Zoom, \$160 community

Weaving together leadership, culture and engagement to create a workplace where people want to be.

Legally Compliant Processes to manage performance and behaviours

2 March, 9.30am to 12.30pm, delivered via Zoom, \$75 community

Learn how to conduct a fair, reasonable and legally compliant performance process. Presented by Stefan Doll and Diversity Institute

Using Zoom and other online tools

7 March, 10am to 12.30pm, AND 14 March, 10am to 11.30am delivered via Zoom, \$75 community

The aim of this Zoom workshop is to build the competence and confidence of the participants to use digital technologies to deliver interactive online workshops. Presented by Sandy Thompson and LEAD.

Resolving Differences Foundation Workshop

23 March, 9.30am to 11.30am, delivered via Zoom, \$75 community

Learn how to work together in constructive ways. Presented by Stefan Doll and Diversity Institute.

Resolving Differences Mastery Class

13 April, 9.30am to 12.30pm, \$75 community

A face to face workshop for those who attended Resolving Differences Foundation online. This workshop is to deepen your knowledge gained from the online foundation workshop. Presented by Stefan Doll and Diversity Institute.

Evaluating and Assessing your organisations impact and success

13 April, 10am to 12noon, delivered via Zoom, \$75 community

This seminar outlines the current thinking and literature on impact evaluation assessments in the nonprofit sector. The seminar then provides a way forward for participants to implement an impact evaluation that is relevant, do-able, affordable and reflective of the work of the organisation.

Gender and Sexual Diversity in the Workplace

20 April, 1pm to 4pm, Western Community Centre, \$50 community

This workshop is an exploration of gender and sexuality, and how being aware of diversity relates to your organisation and empowers your interactions with others.

The Art of Giving Feedback – Foundation workshop

11 May, 9.30am to 11.30am, delivered via Zoom, \$75 community

Feedback is necessary and useful on so many levels. Learn how to give feedback that motivates and creates long-lasting change.

The Art of Giving Feedback – Mastery workshop

25 May, 9.30am to 12.30pm, Western Community Centre, \$75 community

This workshop is to deepen your knowledge gained from the online foundation workshop. Discuss, ask, reflect on what works, get help, practice and design your very own development roadmap

Teams at their best

8 June, 10am to 12noon, delivered via Zoom, \$75 community

This seminar outlines the current thinking and literature on evaluations of nonprofit organisations then provides a way forward for participants to implement an impact evaluation that is relevant, do-able, affordable and reflective of the work of the organisation

Collaborative Performance Management

15 June, 9.30am to 12.30pm, Western Community Centre, \$110 (community)

The Collaborative Performance Discussion is a new way for Managers and their teams to focus on what matters

Visit www.communitywaikato.org.nz to book your training