Vision:
Everyone has access to counselling in their own cultural setting.

Mission:
Supporting migrants from diverse cultures to make positive changes in their New Zealand lives by providing support, counselling and resources

Values:
Integrity; Sensitivity; Community focused; Dignity; Social justice

Board of Trustees
Chairperson: Jennifer Field
Vice Chairperson: Steven Donald
Treasurer: Sandya Rajapakshe
Secretary: Kaoru Tsukigi
Trustees: Roger Barnard; Jo de Lisle; Melvan Driscoll; Richard Lawrence; Leslie Kay Forrest; Komala Pather

Organisational Information
Counselling Room: Suite 4, 1st floor, 55 London Street
A PO Box 4383, Hamilton East, Hamilton 3247
P 021 0262 5587
E contact@dcnz.net
H https://dcnz.net
F https://facebook.com/DiversityCounsellingNZ
Community Grants

[Logos of various organisations]

Annual Report 2017 - 2018
Chairperson’s Report
Jenny Field

I want to thank the amazing staff and board for what has been both an exciting and a challenging year.

Our service has grown well with a healthy increase in clients. Our finances have also grown so that we could provide for the extra increases in staff remuneration. Vanisri Mills was appointed as Deputy Manager and the Coordinators received small increases too. We are pleased to report a growth in community grant funding and warmly thank these community funders for their support. Our capacity to fund our services with external funds also grew. The Board thanks Kou, our manager, for his initiative in developing and running two professional development workshops for Japanese clients this year.

At the end of 2017, we were sad to lose our treasurer, Marita Lavery, who had operated our financial matters to date, but in January we welcomed Sandya Rajaspakshe, a member of the Institute of Chartered Accountants onto the Board. Sandya, with her broad experience in finance in Sri Lanka and the UK, has led the audit this year ending 31st March, and is guiding our processes for improved financial controls.

At the end of this year our 3-year strategic plan will be ready for renewal. We can report that our four strategic goals have largely been completed. This year we have endeavoured to build-in procedures so that we can continue to develop our vision which is that ‘everyone has access to counselling in their own cultural setting.’

In order to operate simultaneously in a number of areas, the board set up sub-committees to bring recommendations to the board after some investigation and discussion. Staff appraisals, Health and Safety policy and procedures, Portfolios for board members to more actively support staff, and remuneration for staff when developing or facilitating new programmes, were all carried out by sub-committees. As a result, we have Health and Safety to the implementation stage and all board members have areas allocated in which they can support staff as and when required. We are also working through our application to become an approved provider of services for the Ministry of Social Development. In April and May Sarah Gibb, a community advisor from Community Waikato ran two clear and informative Professional Development sessions for both the staff and the board about governance and management.

In August, Manger Kou Kunishige signaled to the Board that his work-load, which covers both DCNZ and his developing profile in Japan in Narrative Therapy, required a shift in his commitment to DCNZ. He asked if he was able to relinquish the Manager’s position but remain on the staff in other roles. The Board has been active again talking with staff and we are thrilled that Vanisri Mills
had agreed to take on the role of Manager from mid-November. The staff and the board are working through other adjustments to positions and roles at the moment. We are likely to make additional use of our office at 55 London St. Currently, we hold many of the counselling sessions there, but we plan to locate our administration there too.

Finally, I thank Kou warmly for his initiative, skills and talents which have helped us to establish DCNZ over the past five years. I look forward to working with members and stakeholders next year, as we develop DCNZ’s unique services to families and communities in the Waikato and beyond.

Jenny Field
Chairperson
Diversity Counselling New Zealand
Five years have passed since we started Diversity Counselling (DCNZ) New Zealand. More and more I believe that what DCNZ aims to do is one of the important strategic initiatives in the arena of mental health and psychological care. New Zealand is becoming a multi-cultural & linguistic country more than ever. However, it seems that multi-faceted services are not keeping up with the demand from our communities for mental health services. DCNZ now aims to develop, trial and implement more innovative and responsive services to meet these needs.

Discussion from the social constructionism and post-structuralism informs me that we are a product of society, culture, and language we live in. It means in the helping professions that unless we know people’s socio-cultural background, we cannot find culturally proper way of supporting them. It doesn’t matter how a particular approach is well used and studied in one culture, there is always a risk to suppress other ethnic people and spread untreatable disorders. Ethan Watters (2011) reported in his book “Crazy Like Us: The Globalization of the American Psyche”, how anorexia was introduced to Hong Kong from the Western world; PTSD was to Sri Lanka; schizophrenia to Zanzibar; and depression to Japan.

What DCNZ tries to do is not just providing a culturally appropriate counselling service to ethnic people, but also developing ethnically wider resources for various people in New Zealand.

When DCNZ was launched, there were one full-member of NZAC, and three provisional members of New Zealand Association of Counsellors (NZAC) who just graduated from their study. But now we have three full-members of NZAC and one is in the process of becoming a full-member. Also another is in the process of a psychologist. Also currently DCNZ has two student counsellors from WINTEC and Master of counselling, University of Waikato. Also DCNZ is hosting an ethnic counsellors’ meeting every two months.

I am so pleased to see DCNZ is taking the roles of taking care of ethnic people and bringing forward to more resources to New Zealand.

Kou Kunishige
Manager / Supervisor / Counsellor
Vanisri Mills  
(Deputy Manager & Counsellor)

Kaoru Tsukigi  
(Programme Coordinator & Counsellor)

Sunjin Heo  
(Operations Coordinator & Counsellor)

Freda Xia  
(Chinese Liaison Coordinator & Counsellor)

Adrienna Ember  
(Counsellor)
“When you’re surrounded by people who share a passionate commitment around a common purpose, anything is possible.” ~ Howard Schultz

Another year has passed by, one filled with challenges, hopes and meaningful moments. This year, I have been working with people from India, Pakistan, Bangladesh, Mauritius, Fiji, Columbia, Afghanistan, and Columbia for various reasons, such as family violence, depression, trauma and many other issues faced by former refugees and migrants. As a counsellor, it is my privilege to accompany the journeys of the people I serve, walking along side in their most challenging times, and holding onto hope for better times as they make positive changes which impact their lives. Being able to witness change and growth is most rewarding.

Some of highlights of this year include:

I developed and facilitated a programme called “Breathing Space” for children from migrant and refugee backgrounds. The overall objectives of the programme were to develop positive cultural identity, intercultural awareness, resiliency, positive healthy relationships with self and others, and increase self-worth incorporating a Tree of Life metaphor and Mindfulness. The pilot programme was held for Tamil speaking children. The Office of Ethnic Communities then funded for three more programmes. We delivered these at Peachgrove Intermediate School, at the Settlement Centre, and the final programme is scheduled to occur at Fairfield Intermediate School starting on the 14th of November, 2018; all for children from a range of different ethnic backgrounds who came to New Zealand as migrants and refugees. The program was well received by the children, parents and teachers. Komala Pather (Clinical psychologist) has been doing extensive evaluation through feedback from the children, parents, and teachers. Through evaluation we have changing the program however, the principle value remains the same; “Kindness to Self and Others”.

Another project I developed this year was “Bridging the Gap” a seminar series for helping professionals and community leaders. I have organised a number of seminars, inviting speakers from various backgrounds who are working with migrants and former refugees. Through this seminar series DCNZ aims to support professionals and community leaders to develop cultural safety within practices, foster interagency cooperation and collaboration to best support the people we serve.

I also been involved with writing policy for DCNZ, hosting “Connecting Together”, an ethnic counsellors’ meeting every other month to network and promote DCNZ’S services. I facilitated a partnership between DCNZ and the Waikato DHB for package of care counselling. All of these activities and projects were made possible with support from my colleagues, dedicated DCNZ board member and my supervisors. Together, we make the difference.

Vanisri Mills
Deputy Manager & Counsellor
I have been working as a Counsellor for DCNZ since 2013 and have been the Programme coordinator since 2016. I have been privileged to be involved with various cultural people through Diversity Counselling NZ. Myself being a migrant, I have seen and experienced the difficult times living in a totally different culture compared with my country. With this being the case I am able to relate some of my experiences with some of my clients.

Within DCNZ, throughout the year, I have been involved with the Japanese Seminars which are run purely in Japanese with the participants. This gives me pleasure in being involved in this because it’s my own culture and I relate to this.

Working with DCNZ’s various cultural background clients, I have enjoyed learning their cultures which has given me the knowledge to support other migrants and refugees within DCNZ. Most of these clients that I see are dealing with the similar issues i.e. loss and grief, domestic violence, trauma, relationship issues, depression, difficulty with settling into a new country and culture with understanding the language barrier. With this in mind it is important that the client receives the right referral enabling them to understand their major issues better. This includes my participation whereby I act partly as a mediator for them.

My experience in counselling is with Brazilian, Colombian, Japanese, Korean, Malaysian-Chinese, Mexican, Fiji-Hindi and Afghanistan which has given me a huge insight into these cultures. It has been an on-going challenge for me to ‘break the ice’ with some of my clients about meeting the confidentiality side of counselling in New Zealand. My belief and experience has shown me that building a relationship trust between client and counsellor is the most important element to meaningful counselling sessions between us.

As a Programme Coordinator I am involved with the Family Wellbeing Programme for Migrants. This programme covers self-well-being. This programme has run since the commencement of DCNZ. The participants in this programme were from English Language Partners students, Red Cross clients and Ethnic communities. The unique part of this programme is that we provide interpreters. We at DCNZ have our own members, who are available to interpret if required.

DCNZ is a place for the clients to meet and some comments from participants have been; ‘we can understand what they are saying’, ‘what we are learning about’ and ‘have enjoyed meeting similar people though this programme’. Working within DCNZ and hearing these comments has made me feel that we have succeeded in achieving part of our mission, values and visions.

Kaoru Tsukigi
Programme Coordinator
This year, my roles in DCNZ are counsellor and Chinese Liaison Coordinator. My counselling work includes providing counselling sessions and support services to clients in Chinese communities. The support services involve help clients to contact psychotherapists, clinical doctors and accompanying clients to see these professionals. After reflecting on this year’s counselling work, I think that one issue stands out and needs to have further consideration, which is that most of my clients who come for counselling are mentally ill. This shows that mental health is an important issue in ethnic communities such as the Chinese community, and that mental disorders have had a serious impact on the lives of migrants in New Zealand. We should realize that there are a large number of potential clients who suffer mental disorders but do not have access to our services. In the meantime, we should be aware of that prevention of mental disorders in ethnic community is urgent and could be an important part of our work. Based on my counselling experience in the past 5 years, my professional field is becoming more focused on mental health.

In the Family Well-Being Programme of DCNZ I support the programme coordinator to develop and facilitate the workshop “Mental Health Well-being”. In Chinese communities, I organized and facilitated a workshop called “Optimizing your communication skills” and received feedback from participants as following “Today I learned that to do things according to my ability. This helped me a lot, thanks.”

I also networked with the Hamilton Chinese Golden Age Society and Chinese Glee club to organize a workshop “Make your body relax by singing a song”. The activity was appreciated by the more than 20 participants. Participants said “When I am singing, I need to pay attention, so all kinds of trouble will be completely forgotten. I fully immersed in the beautiful mood of the song and enjoy the artistic beauty brought by music, and make myself feel relaxed and happy.”

During the organization of these workshops, I have done promotion of DCNZ service to Chinese communities through doing presentations in Chinese communities, emailing and phoning Chinese people, translating flyers into Chinese and distributing flyers in Chinese restaurant, Chinese shop, Hamilton Celebrating Age Centre and info site. My work has had positive feedback from Chinese communities with most clients and participants of programmes feel helped and appreciating DCNZ’s service.

Freda Xia
Chinese Liaison Coordinator
One of the most significant ethical principles of counselling in the New Zealand Association of Counsellors (NZAC) Code of Ethics is that “counsellors shall act with care and respect for individual and cultural differences and the diversity of human experience” (2018, p.3). I value and keep in mind this principle, so that I truly respect and support clients who have different cultural backgrounds and life experiences.

The vision of Diversity Counselling New Zealand (DCNZ) is “everyone has access to counselling in their own cultural setting”. This vision always reminds me of my hopes and values for counselling, and has encouraged me to develop my counselling work. After graduating as a Masters of Counselling (MCouns) at the University of Waikato last year, I have been more actively working at DCNZ as a counsellor and as Operations Coordinator. Even though I still need to develop my counselling work and operative work for DCNZ, I saw some progressive points this year.

Most of all, the number of clients is increasing this year, and most of them are migrants, refugees, international students, and their families who are from various countries. I feel very honored when I see the clients’ positive efforts and changes in their lives. It would not be possible without collaborative partnership with other people and organisations associated with mental health in the Waikato community. I have informed DCNZ’s vision and services to mental health professionals, the Korean community, and schools in Waikato. I cannot say that the speed of progress is fast, but I am certain that DCNZ is stepping towards its vision and values every year through co-working with the community people and organisations. I will keep developing the networks and relationships with mental health professionals and organisations, so that DCNZ can help more people who suffer from isolation, cultural difference, homesickness, language difficulty, discrimination and so on.

This year I started organising the ‘Tree of Life’ workshop for mental health professionals, as well as for the Afghan and Colombian community. I learned how to promote the workshop better and to make the workshop more helpful for participants. I really appreciated the participants’ positive feedback and it was only possible as other DCNZ coordinators supported me in many ways. I want to keep organizing the workshop and invite more participants and communities including the Korean community, because I have seen that the ‘Tree of Life’ workshop brings a lot of helpful outcomes for people’s mental wellbeing.

When I work for counselling, I always think of professionalism as a counsellor. It will always be important to develop my counselling skills and professional attitude as a counsellor, in order to provide more effective counselling services to clients. This year I gained a full membership of
NZAC, attended various PD seminars, and joined the NZAC Waikato Branch Committee. I want to say that my professional development (including my MCouns study) has been strongly encouraged and supported by DCNZ counsellors and the board of trustees. I hope my professional development will bring some more benefits to DCNZ and its clients, as well as to the wider Waikato community.

Sunjin Heo
(Operations Coordinator & Counsellor)

Practicum Counsellors

Bhante Metteyya
(Bachelor of Arts in Counselling programme, WINTEC)

Linglin Shi
(Master of Counselling programme, University of Waikato)
Counselling and Family Support
Multi-Ethnic/Cultural/Linguistic Professional Counselling and Family Support

Our Clients Ethnicities

<table>
<thead>
<tr>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Clients</td>
<td>53</td>
</tr>
<tr>
<td>No. of Sessions</td>
<td>217</td>
</tr>
</tbody>
</table>
## Family Well-Being Programme

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 Apr</td>
<td>Managing your stress in your daily life in a new country</td>
<td>16 People</td>
</tr>
<tr>
<td></td>
<td>Guest speaker: Patricia Novoa (Centre Coordinator: Settlement Centre Waikato)</td>
<td>- 2 Colombians</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 10 Afghans</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Afar</td>
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<tr>
<td></td>
<td></td>
<td>- 1 Chinese</td>
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<tr>
<td></td>
<td></td>
<td>- 1 Japanese</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Korean</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Indian</td>
</tr>
<tr>
<td>2 May</td>
<td>How to keep moving forward - his migrant story inspire you!</td>
<td>10 People</td>
</tr>
<tr>
<td></td>
<td>Guest speaker: Philip Yeung (Hamilton City Councillor)</td>
<td>- 3 Colombians</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 5 Afghans</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Chinese</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Japanese</td>
</tr>
<tr>
<td>23 May</td>
<td>Take the stress out of learning English</td>
<td>11 People</td>
</tr>
<tr>
<td></td>
<td>Guest speaker: Jo de Lisle (Manager: English Language Partners Waikato) &amp; Kaoru Tsukigi (Counsellor, DCNZ)</td>
<td>- 7 Afghans</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 2 Laos</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Somali</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Chinese</td>
</tr>
<tr>
<td>20 Jun</td>
<td>Healthy lifestyle for your family: -How to protect children and youth from alcohol and drug use</td>
<td>11 People</td>
</tr>
<tr>
<td></td>
<td>Guest speaker: Dr. Adrienna Ember (PhD in Psychology, DCNZ)</td>
<td>- 10 Afghers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Colombian</td>
</tr>
<tr>
<td>4 Jul</td>
<td>How to keep moving forward living in a new country</td>
<td>8 people</td>
</tr>
<tr>
<td></td>
<td>A Guest speaker: Prosperine Kadiya (The Coordinator of the Waikato Refugee Forum / Executive Members of the New Zealand National Refugee Youth Council)</td>
<td>- 6 Afghers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Colombian</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Korean</td>
</tr>
<tr>
<td>25 Jul</td>
<td>Everyday Mindfulness 1 – What is mindfulness, practices</td>
<td>7 people</td>
</tr>
<tr>
<td></td>
<td>Facilitator: Vanisri Mills (Counsellor, DCNZ)</td>
<td>- 6 Afghers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Colombian</td>
</tr>
<tr>
<td>15 Aug</td>
<td>Everyday Mindfulness 2 – The practice of mindfulness</td>
<td>3 people</td>
</tr>
<tr>
<td></td>
<td>Facilitator: Kaoru Tsukigi (Counsellor, DCNZ)</td>
<td>- 2 Afghs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Colombian</td>
</tr>
<tr>
<td>05 Sep</td>
<td>Mental Health Wellbeing 1 - How to sleep better and reduce stress</td>
<td>8 people</td>
</tr>
<tr>
<td></td>
<td>Facilitator: Freda Xia (Counsellor, DCNZ)</td>
<td>- 5 Afghers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 2 Colombian</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- 1 Taiwanese</td>
</tr>
</tbody>
</table>

### Feedback on our programme:

“Good to know useful information because most of information are in English but this workshop have interpreters for us.”

“Mindfulness workshop – very useful breathing exercise: When I have stress, thinking too much, worrying a lot of things…I use breathing exercise and it’s working for me!”

“I talked with DCNZ’s counsellors they are so good to me. They are a really helpful and supportive I am so glad that I have them.”
“Tree of Life” with Jenny Snowdon

“The Tree of Life is a hopeful and inspiring approach to working with children, young people and adults who have experienced hard times... This approach has proved so successful and popular … in a wide range of countries.” (Dulwich Centre)

1st Series (3-session workshop):
for people in the helping professions
Session 1: Wed, 14 June, 9:00 to 12:00
Session 2: Wed, 21 June, 9:00 to 12:00
Session 3: Wed, 28 June, 9:00 to 12:00
No of the participants: 9 people
Facilitator: Jenny Snowdon
Co-facilitators: Vanisri Mills, Kaoru Tsukigi

2nd Series (2-session workshop):
for former refugees
Session 1: Wed, 1 Nov, 10:00 to 14:00
Session 2: Wed, 15 Nov, 10:00 to 14:00
No of the participants: 6 people
Facilitator: Jenny Snowdon
Co-facilitators: Vanisri Mills, Kaoru Tsukigi, Freda Xia
Afghan interpretation was provided

Supported by

Annual Report 2017 - 2018
A pilot study in 2017

A group programme incorporating a Tree of Life metaphor with Mindfulness for Children from the “Tamil Society Waikato”.

Overall Objectives

Developing strong positive cultural identity, thriving children’s unique ability, and connecting them with their aspirations, enhancing wellbeing, and improving focus and attention. Developing compassion to self and others through six sessions incorporating the tree of life and mindfulness using community development model.

“Breathing Space” program for Ethnic children in 2018, Supported by Ethnic Communities Development Fund

“In sum the Breathing Space programme is a useful tool to use with migrant and ethnically diverse children as a means of assisting them to reaffirm their cultural heritage, celebrate uniqueness and personal strengths and connect with hopes and dreams. It might also be effective in helping vulnerable children to improve attention and focus and develop more effective ways to cope with difficult emotions. The simplicity of its format (highly visual and easily identifiable metaphors) and narrative approach, enhances its suitability for children with limited English language proficiency. Given that this programme was effectively adapted and delivered to meet the needs of a diverse ethnic cohort of school students shows promise of it being tailored to other vulnerable migrant/refugee groups in the future.”

The extract from evaluation by Komala Pather, Clinical Psychologist, Adult Mental Health and Addiction Services, Waikato District Health Board.
Professional Development
Professional Development Seminar Series for Health & Social Practitioners

Board Training

We invited Karen Covell, Chief Executive, Progress to Health at our board meeting on Wednesday, 11 October 2017.
Community Development Programmes

Chinese Seminars

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>People</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 May 2017</td>
<td>How stress impact on people health</td>
<td>9 People</td>
</tr>
<tr>
<td>13 June</td>
<td>How to reduce stress</td>
<td>6 People</td>
</tr>
<tr>
<td>22 Aug</td>
<td>How improve sleep by changing thinking</td>
<td>5 People</td>
</tr>
<tr>
<td>30 Oct</td>
<td>The causes and prevention of mental illness</td>
<td>6 People</td>
</tr>
</tbody>
</table>

Japanese Seminars

The 14th Seminar on 3 March 2018

“Is Japan a harsh country to live in?” by Aya Ogushi, Japanese Clinical Psychologist.

Feedbacks:

“This workshop gave us a lot of new knowledge. Very useful to help us learn how to deal with stress.”
“We enhance skills to deal with stress by attending this workshop. This will help us to face challenge in future life.”
“We appreciate learning about how human's unique thinking way affect sleep of people and how improve sleep by changing thinking.”
“It is very interesting and important to learn why people can suffer mental illness.”

Three Japanese Clinical Psychologists

Katsuki Yokoyama, Yoko Shirasaka, and Aya Ogushi (Clinical Psychologists) stayed with DCNZ to learn narrative therapy and experience New Zealand life.

“BRIDGING THE GAP” Seminar

In 2018 DCNZ has started a new seminar series For Helping Professionals and Community Leader. We will report them in next annual report.
Fundraising Workshops for Japanese
 Supported by Waikato University, Hamilton East School, Edgewater College, and YWCA Hamilton

**Narrative Therapy Workshop**
*(5 Days: Mon, 1 May – Fri, 5 May 2017)*
17 Participants from Japan

**“Supporting Children at Schools” Workshop**
*(5 Days: Mon. 14 Aug - Fri. 18 Aug 2017)*
12 Participants from Japan

Sponsored Place for a PhD student from Osaka University

In 2018 the same workshops in May and August were already done. Also 18 applications for the Narrative Therapy workshop in May 2019 have already arrived. With the supports from various organisations and individuals the workshops have gained great reputations among Japanese practitioners in the helping professions.

In May 2017, Einarie and Paul were once again working alongside Kou Kurishiga in teaching narrative approaches to a group of practitioners, visiting from Japan. Einarie and Paul gave an introduction to narrative counselling, with graduates of the programme presenting on following days for the week-long workshop. This is the second workshop we have contributed, following one in August 2016. Another group is planned for April-May 2018.