

## Managing diversity in the South Pacific Region

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This paper examines the approaches to diversity management, with an emphasis on Women and First Nation communities in the South Pacific, specifically New Zealand (Aotearoa), Australia and two French Pacific Territories, Polynesia and New Caledonia. While all are European settler societies, their colonisation was by France or Britain. The focus of the analysis is on the legislative requirements promoting diversity and equality, organisational programs to promote diversity and equality, and the equity and diversity challenges confronting each of the countries/territories. The paper compares and contrasts the national approaches, and finds that patterns of colonisation, density of indigenous population and economic development, along with legislative heritage have all influenced the way in which equity and diversity is promoted and practiced. The paper focuses on the similarities and differences in approach, and identifies the challenges confronting each jurisdiction.

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