

on mas

WINTER 2019

Kristina Dykes

Finding connection in the provinces

Greater good Fashion without barriers

Good living The hidden medical benefits of yoga

Professional life Accessible spaces

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From MAS

The outpouring of grief, love and support after the Christchurch terror attack in March showed how inclusive New Zealand’s diverse society is. Kiwis came out in their tens of thousands to offer what they could – hugs, money, solidarity and aroha to the Muslim community. The government also responded swiftly to indicate that no matter where you come from, if you call New Zealand home, you are a New Zealander. But let’s not kid ourselves. The national conversation following the atrocity also showed we as a nation still have a way to go when it comes to diversity and inclusivity. These ideas are what we explore in this issue of OnMAS.

We discuss whether our physical world is inclusive and ways to make it friendlier to a diverse community. Social isolation caused by living in rural regions and how that impacts their professional lives is explored. We look at the benefits of being a bilingual GP and the links between yoga and the Māori wellness concept of hauora. We also consider the physical benefits of the ancient Indian practice.

And two travellers share their experience navigating the world with a disability.

We’re thrilled to announce this year’s MAS Talks headliner is renowned climate science journalist Alanna Mitchell, who’ll be in New Zealand in September for talks in Christchurch, Wellington and Auckland. All Members will be emailed more information on the shows and an opportunity to book tickets. To make sure you receive this event email (and any future ones), call us on 0800 800 627.

Master of Wine Stephen Wong recommends some different red wines to try this winter, and Cuckoo Cocktail Emporium in Wellington serves up a hot mulled wine recipe.

We’d love your feedback, and if you have any ideas for stories for future issues, please email us at onmas@mas.co.nz. If you’d prefer to stop receiving OnMAS by post, please let us know. You can read the magazine at hub.mas.co.nz

Mike Davy
MAS, General Manager
Marketing and Products

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News briefs

In brief

Green capital

Thanks to its iconic wind, Wellington is one of the least polluted cities in the world, and it’s slowly getting greener. One tree has been planted in the capital every five minutes on average for the past 15 years with the total tally standing at more than 1.5 million. These have included native species including rātā, kōwhai and kānuka which are benefiting the growing numbers of native birds thanks to Zealandia ecosanctuary. Almost half of the city’s urban area is forested, compared to 39 percent of Auckland and 22 percent of Christchurch. Mayor Justin Lester says about 40 percent of Wellington residents have planted a native tree on their property, making it the most common conservation activity for Wellingtonians. It’s all designed to reduce emissions from traffic as trees act as a natural sink for carbon.



Image courtesy Tom Lynch (instagram.com/forisecotours)

What’s on



IMMERSE YOURSELF / 13 – 30 JUNE 2019

Second Unit is asking what you will do in the shadows. Somewhere in between a film set, a music festival and a choose-your-own-adventure video game, this immersive entertainment experience will give attendees the chance to experience life as an extra on a chaotic film set. The inaugural Wellington event will be unique to everyone, with people roaming freely through the experience as Second Unit films extra scenes for the cult movie *What We Do in the Shadows*.

ICE COLD / 20 – 23 JUNE 2019

The country’s biggest winter festival is back with four days of buzzing downtown streets, fireworks, live music and comedy, and madcap antics in the snow and icy water of Lake Wakatipu. Queenstown Winter Festival is celebrating its 45th birthday with the return of favourites – a dog derby and birdman competition – as well as family-friendly activities, a comedy line-up and plenty of hot food and drink to warm you up after a day in the snow.



IT’S ELEMENTAL / 1 – 31 JULY 2019

Playing on the elements of air, fire, earth and water, Elemental AKL is a new winter festival in New Zealand’s biggest city. More than 40 free and ticketed events across the city’s bars, eateries, theatres and public spaces are being held including light shows and displays, Matariki celebrations and feasts.

20% fulfilled

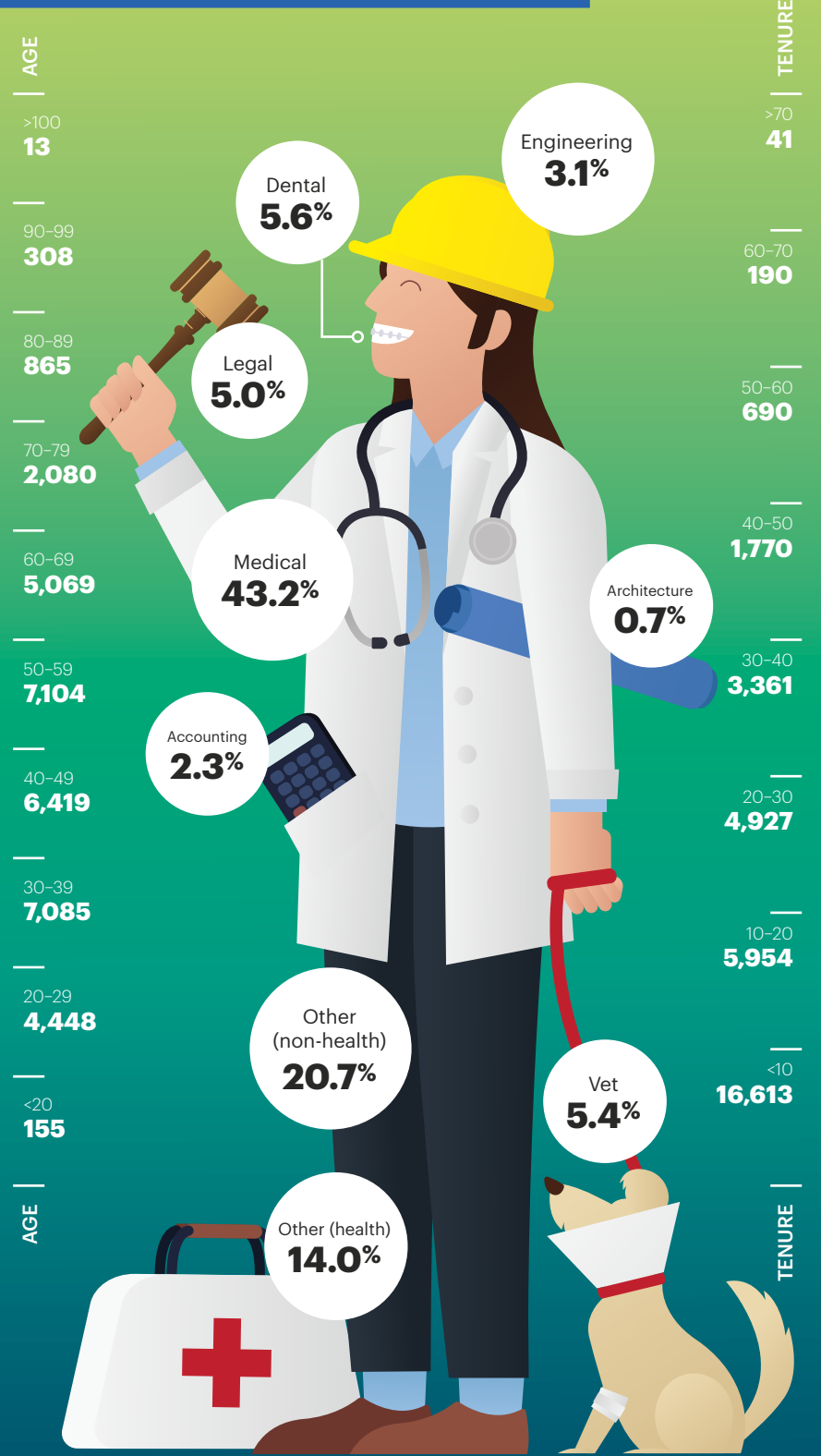
Most of us hope for a meaningful and fulfilling job, but new research suggests there’s a limit to how much it will benefit us. The study from the Mayo Clinic in the US found that physicians who spend about 20 percent of their time on meaningful work have a reduced risk of burnout, but anything more than that has a marginal impact. The research suggests making a few changes in your current role can be enough to find fulfilment. It might be as simple as spending a week keeping track of the tasks you particularly love to complete, and those you hate. Highlighting your favourite tasks can help you focus your time and energy on these activities and feel more satisfied with your job overall.



Push it

The number of push-ups you can do might be a predictor of heart health, according to a study from JAMA Network Open. The study of more than 1,100 men found participants who could complete more than 40 push-ups had a 96 percent reduction in the risk of cardiovascular disease compared to those who could compete fewer than 10 push-ups. With cardiovascular disease one of the most common causes of death worldwide, building up your ability to complete push-ups is a simple, free way to stay fit.

The Anatomy of MAS Membership



- Numbers are as at 31 March 2019 and include Full and Associate MAS Members.
- Data is a breakdown of professions as a percentage of overall Membership.
- Tenure is the number of years Members have been with MAS.

Finding connection in the provinces

Are practitioners working in rural communities struggling without connections with colleagues – or are they finding it easier to form bonds?

Don Laing has had a hard day. The morning *OnMAS* spoke to him, an 11-year-old boy was brought into Kaitaia Hospital, where Laing is currently on placement as a trainee doctor, needing resuscitation. They couldn't save him.

"It was horrible for everyone involved," Laing says. He's grateful there were a couple of colleagues with him at the time so they could talk afterwards. "That debrief is extremely important in medicine. If you were out by yourself and that happened, that would be the worst."

Unfortunately, getting through days like this alone is sometimes a necessity for practitioners in other parts of Northland and elsewhere in New Zealand. But Laing says there are ways to combat

Opposite page / Image courtesy Lachlan Dempsey
(unsplash.com/@lachlanjdempsey)

01 / Trainee doctor Don Laing is starting to feel part of the Kaitaia community

02 / Laing is on placement at Kaitaia Hospital



01



02

Studying medicine in New Zealand currently means living in a city for a huge chunk of your formative years. Naturally, you form support networks there, which are then yanked away if you move to a small town.

Don Laing

isolation, no matter your circumstances, and this shouldn't deter people from taking jobs outside the main centres.

A fifth-year University of Auckland student, he intends to go into rural practice once he graduates as either a GP or a paediatrician. He's so passionate about the benefits of rural health careers that he now heads up Grassroots, a university group designed to encourage students into this sector.

One of the major problems, he says, is that studying medicine in New Zealand currently means living in a city for a huge chunk of your formative years. Naturally, you form support networks there, which are then yanked away if you move to a small town.

"It's kind of a failure of the system. We live in an age where connection

is so powerful, and it's really hard for people to uproot themselves from where they're comfortable. At the moment, rural health is a very selfless endeavour."

This year, the Ministry of Health confirmed its commitment to establishing rural health training hubs, which will allow people to study rurally and then transition into jobs in the same communities.

"It's exciting," Laing says. "The issue is finally coming to the forefront. But it's not something we can fix overnight."

Glueing communities together

This current seven-week stint in Kaitaia hasn't fazed Laing at all. He grew up in Waerenga, a small dairy-farming community in the Waikato, with a mother who was a nurse, so he already knew the realities not just of rural

living but also of rural medical practice. It's an endlessly interesting field, he says – in his opinion, more so than urban practice.

"In the city, if somebody comes in with chest pain, you put them in an ambulance and you send them to hospital." In Kaitaia, four-and-a-half hours from Auckland and two hours from Whangarei, it's much more likely the GP will treat the person themselves. Recently, Laing was involved in suturing someone after a car accident, performing a vasectomy and assessing a child with a cough – all in one day. "I think it's awesome because you're always being challenged by something new."

He loves the idea of treating the same patients from birth through to adulthood: performing their six-week

>>



03 / Kristina Dykes enjoys working at a rural veterinary clinic
04 / Dykes specialises in caring for livestock



To live in a small community, I think you have to get amongst it and make yourself part of it.

Kristina Dykes

In 2006, after graduating, she took a job at Southern Rangitikei Veterinary Services in Bulls, where she still works today. Although the clinic was only half an hour away from Palmerston North, it wasn't an option to stay living in the city, because she had to be able to get out to farms as quickly as possible when she was rostered on for after-hours duty.

Now, Dykes is relieved she had no choice but to move. Living in the community where you work, she thinks, is the key to combating loneliness. And she's not just talking from personal experience. In 2017, she completed a research project as part of the Kellogg Rural Leadership programme with the topic "The time for change is now – an insight into veterinary retention in rural practice in New Zealand and the motivators for vets to stay or leave".

The impetus was a two-year OE she took in 2009–10, during which she worked as a vet in England. On returning to Bulls, she noticed that many of the people she

used to see at conferences and other industry events were no longer around. People were leaving practice at an alarming rate, and she wanted to work out why.

She surveyed 205 current and former vets and found a range of factors relating to work conditions, lifestyle and mental health. Isolation, she says, was a significant one for vets working rurally, but she's adamant this doesn't have to be the case.

"I think it comes down to the individual person and how willing they are to get involved in a rural community. Those who were willing to immerse themselves in the community and spend more of their time within it were much more likely to set it up as a home base and therefore stay."

Over the years, she's seen vets move to Bulls from Palmerston North but continue to shop, socialise or play sports in the city. It makes sense – people are reluctant to give up their already

established support networks – but it creates a lasting sense of separation, and it means they miss out on little moments of connection, like running into a farmer they know at the local shop.

"If you have to live in a small community, I think you have to get amongst it and make yourself part of it."

She thinks it's a bit harder for women to carve out a space for themselves in a new town. "The boys might be more likely to go out and join clubs or go down to the pub on their own."

Luckily, when she started at Southern Rangitikei Veterinary Services, there was another woman about her age and a wider group of young vets who all looked after each other. They made a point of attending industry events together and doing activities outside of work, like rifle-shooting, "just to get everyone out there and having a bit of fun in the community".

Learning to switch off

Thirteen years on, Bulls is very much home for Dykes. She's now the clinical adviser for her team and a director and shareholder of the clinic. But no matter how settled she gets, she still has to be vigilant about her mental wellbeing. She thinks she has it better than her city counterparts in terms of the emotional toll of working with sick animals. Having to tell someone their beloved family pet isn't going to make it is a lot harder than telling a farmer the same thing about one of their animals.

The biggest challenge that rural practitioners face, Dykes thinks, is the after-hours work. Where city vets can generally hand over their obligations to a separate after-hours clinic, she and her colleagues have to be on call once every fourth weekend and one night a week. Calving season is particularly hectic. As she says, the animals don't know it's the weekend. They're not going to wait until Monday to give birth.

check-up and everything else, all the way through to their university check-up and beyond. "People really know that you're there for them. As a rural GP, you sort of glue communities together."

Already, he's starting to feel a part of Kaitaia life. He fondly recalls walking to the local PAK'nSAVE and spotting some kids whose house he'd been to recently. "They ran up to me, like, 'Doc! Doc!'" he says, laughing.

For Laing, this kind of connection is priceless. He acknowledges, though, that many people would find the lack of separation between personal and professional life difficult. Some interactions are potentially awkward: performing a prostate exam on someone and then seeing them at the rugby the next day, for example. Others are tough for sadder reasons. "That kid this morning – I'll probably meet his parents outside the hospital."

Getting involved

Whereas Laing grew up rurally and then moved to the city for university, veterinarian Kristina Dykes had the opposite experience, moving from her native Auckland to the much smaller city of Palmerston North to study. (Massey is the only New Zealand university that offers a Bachelor of Veterinary Science.)

That initial move away from home was a shock, she says, but a good one. She loved having everything so handy and being able to get around on a bike. Sure, there were fewer shops and cultural events, but that didn't matter much on a student budget.

She had initially planned to become a small-animal vet – "growing up in Auckland, cats and dogs were all I knew" – but the agriculture sector captured her interest. "It was a bigger-picture thing. You can play such a huge role in a business and the productivity of the farmer. It was more than being just a vet – it was being a business ally."

It's not just technology that is making things easier for this generation; there's also a growing willingness to talk about mental health and self-care.

“It makes life difficult. You can’t go home and fully relax. You’re always on edge because your phone might ring. You can’t necessarily go play your rugby game, because you can’t answer the phone in the middle of the game.”

Dykes stresses the importance of having a strong support network – and not being afraid to use it. Self-care is important too. “Having some good coping mechanisms, if you need a bit of time out or need a pick-me-up, that doesn’t revolve around the pub.”

Both Dykes and Laing agree that, in some ways, there’s never been a better time to be a rural practitioner, thanks to modern technology.

“We’re very lucky as a generation,” Laing says. “I can take out my phone and call my best friend and say, ‘Work sucked this morning. It was a real tough morning.’”

He hopes the events that Grassroots puts on for students will help them form relationships like this that then last long after graduation. Organisations like the Royal New Zealand College of General Practitioners and the New Zealand Veterinary Association also offer support for rural practitioners (see sidebar on this page).

Moving in the right direction

It’s not just technology that is making things easier for this generation. There’s also a growing willingness to talk about mental health and self-care. Students like Laing now have access to things like university-run mindfulness workshops, which the previous generation didn’t.

“If you look at past generations of GPs, the evidence is there that a lot of them were burned out or depressed or lacked motivation, and there was a failure to recognise there was a problem,” he says. “When there was, the stoicism of rural communities meant people were less likely to reach out.”

Veterinary practices are also changing. Dykes says historically they have often been run by men who were able to put in 12 or 13-hour days and then go home to a wife who had taken care of all their domestic needs.

Dykes has already seen a sea change over the course of her career, as millennials start rising in the ranks and the gender balance evens out.

“Some of these older guys had the mentality, ‘Well, I worked these long hours to get where I am, so you have to too,’ without thinking about all those jobs that someone else may have done for them.”

Now, she’s seeing more emphasis placed on work-life balance, with employers embracing flexible hours and encouraging their staff to leave work on time every evening.

“It’s not the ‘live to work’ culture any more. Work’s not the be-all and end-all.” ♥

EAP FOR MAS MEMBERS

All MAS Members are eligible for free stress counselling services and support through the independent counselling organisation **Employee Assistance Programme (EAP)**. As part of MAS’s commitment to the wellbeing of its Members, this benefit recognises that busy professionals may need extra support from time to time.

The free counselling service is available 24/7 for Members through EAP Services.

To make an appointment, call 0800 327 669 or go to eapservices.co.nz

SUPPORT FOR RURAL PRACTITIONERS

- **Royal New Zealand College of General Practitioners** (rnzcgp.org.nz) has online peer groups and a special chapter for rural GPs, who can teleconference with one other.
- **New Zealand Veterinary Association** (nzva.org.nz) runs a wellness programme for vets, including free counselling and tips for maintaining work-life balance.
- **The Riptide Project** (theriptideproject.com) encourages vets to meet up with one another for coffee and provide a supportive ear. The service matches vets based on their location, but meet-ups can also take place via phone or Skype.



Giving inclusion a big tick

Having a Rainbow Tick recognises how much an organisation embraces difference within its staff and clients.

The fertility sector has always needed to provide care with a great deal of sensitivity, and Repromed founder Guy Gudex says being recognised with a Rainbow Tick is one way to show their commitment to their clients and staff.

Gudex founded Repromed in 2007 with a vision to provide high-quality personalised IVF treatment using world-class technology. In 2016, they received the Rainbow Tick – the first healthcare provider in the country to be recognised.



Repromed founder Guy Gudex says being recognised with a Rainbow Tick is one way to show their commitment to their clients and staff.

The Rainbow Tick programme is designed to help businesses and organisations understand what they are doing well in regard to LGBTI+ employees, what they need to improve and how to do this. It also assures clients that they will be treated with respect no matter their gender identity or sexual orientation.

It is aimed at going further than being legally compliant or politically correct. Research is indicating there are real and clear advantages for businesses in embracing and leveraging off the wealth of diversity that all employees and clients bring.

Gudex says being accredited is a way to be recognised for the gender-sensitive care they already provided to their clients and has been a positive business move.

“We have heard from the wider LGBTI+ community that Repromed is known

to have a good reputation in treating clients who identify with this community. We have also had clients come to us from overseas because they have seen that we have the Rainbow Tick, which has given them the confidence to seek help. “It highlights the personalised care that we provide that is core to our business and provides the LGBTI+ community with places they can go to explore their fertility options where they will feel comfortable and accepted and treated with dignity,” Gudex says.

To get approved, Repromed needed to “walk the talk from the top level of management down”, he says.

“I think that having the Rainbow Tick identifies us as an organisation that people want to work in where they will feel valued and not discriminated against. I believe having the Rainbow Tick is not just for our clients but for our staff too.”

For Repromed, having the Rainbow Tick formalises their position that everyone is welcome and that members of these communities are not just treated with respect, but are valued. ♥

RAINBOW TICK
For more information, visit rainbowtick.nz



Quick questions:

The experience of a bilingual doctor

Eastmed Doctors partner Dr Siva Nachiappan is bilingual, speaking both his native Tamil and English. He discussed how being able to speak multiple languages helps him serve Auckland's St Heliers community.

What languages do you speak? Tamil is my mother tongue, and I learned English in school. From Year 1 in Southern India, I was educated primarily in English. I can speak a little of other Indian languages including Malayalam, Telugu and Hindi.

How does being bilingual help you in your job? It helps. I see Tamil-speaking Sri Lankan and Indian patients, most of whom are elderly. Their English is limited, and it is a privilege to be their advocate, and the level of understanding is so different when I interact with them.

Have you seen a growing need for bilingual doctors? There is an increasing need for bilingual doctors as more people immigrate to New Zealand. The need isn't so much with the young educated ones but their parents and relatives who come with them.

What does it mean to a non-native English speaker to have a GP they can talk to in their native language? I can see in their face that this makes a huge difference. Mental health is a big area I can help in. I have Tamil-speaking patients who have come to see me to get things clarified. I have helped people deal with significant anxiety who did not get anywhere with their own doctors. I have been to the houses of people who were not my patients to explain coroners' certificates, especially when it involved the death of children. This would be very difficult to do for a GP who doesn't speak their native language.

What's an example of a case where being bilingual helped? I saw a Tamil-speaking patient with asthma who had been seen by a non-Tamil-speaking doctor for years. He brought with him a bag of different coloured asthma inhalers when he first presented to me

but did not have any understanding of each of them. He did not speak much English. We went through the condition and narrowed it down to one puffer with the correct technique, and 10 years down the line he still uses one puffer with good control.

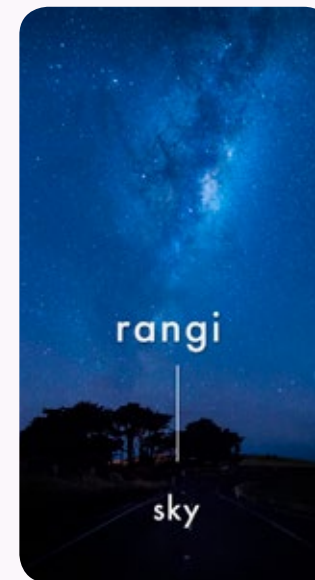
Do you think more doctors across New Zealand should endeavour to gain more language skills so they can better serve their communities?

That would be a good idea, but we should encourage healthcare workers to use the translation services available if they cannot communicate with a patient due to language barriers. Better still, ask the patient to bring a support person who can translate. I see a lot of my patients using children as translators, which is not a good idea. There are also issues with privacy in both these situations. ♥

There is an increasing need for bilingual doctors as more people immigrate to New Zealand.

Three apps to help you learn a new language

Whether you're keen to pick up a new language, want to sharpen up your existing skills or need an instant translation, your smartphone is a powerful tool in helping you decipher the world around you. Here are three free apps that can help you learn languages on the go.



1. Kupu

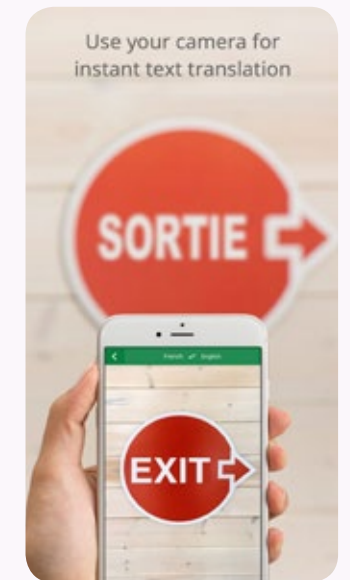
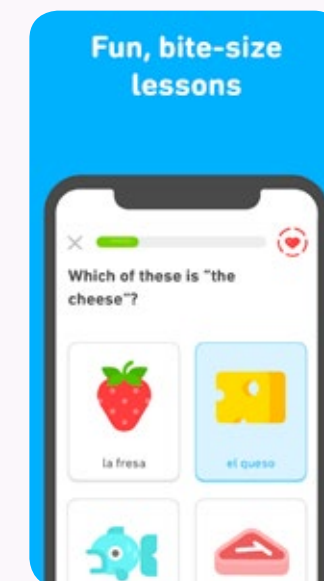
Learning te reo is now easier than ever thanks to Kupu. Launched during last year's Te Wiki o te Reo Māori, Kupu is an interactive mobile app using Google AI technology to help people learn te reo Māori translations by exploring the objects around them.

It's simple – just take a picture, and Kupu will use image recognition technology to identify the object and offer a te reo translation. Kupu, which translates to 'word' in te reo, was created by Spark and Te Aka Māori Dictionary. Because it uses AI technology, it is constantly learning and improving the more people use it and give feedback on its translations.

2. Duolingo

This is language learning gamified. Duolingo makes learning new vocabulary, grammar and sentence structures fun by challenging users to use the app every day and rewarding them for doing so.

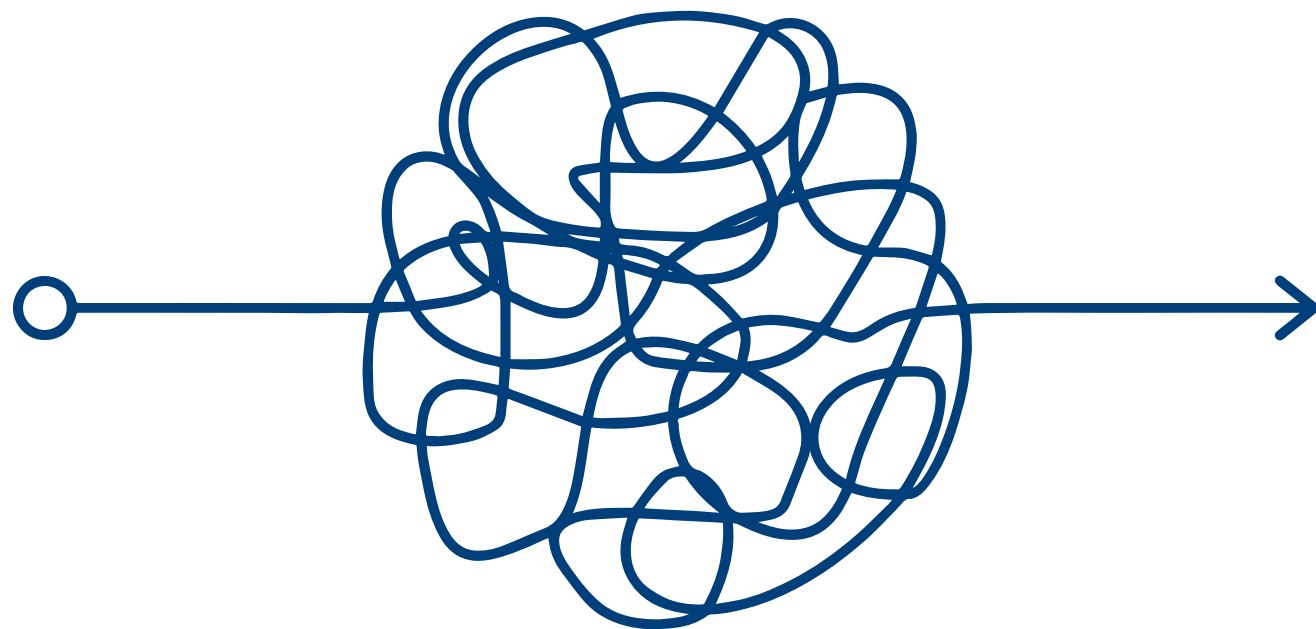
With more than 300 million users worldwide completing 7 billion exercises each month, it must be doing something right. In fact, it is the most popular online way to learn a language, with more users than there are students learning languages in the entire US public school system. You can learn any of the 30 languages on the app, the most popular being Spanish, French and German. Lessons are short and include reading, writing, listening and speaking.



3. Google Translate

If you're travelling and need to check your vocab or don't understand the language, Google's Translate app can help. It can translate everything from the lunch menu to the sign warning you're close to the edge of a cliff, meaning it can help you get out of a bind.

Thanks to its use of state-of-the-art AI technology, Google Translate offers translations by typing into the phone, instant camera translations or bilingual conversations on the go. Depending on the type of translation required, there are between 32 and 103 languages offered, and many services work offline – perfect for travel.



Embracing neurodiversity

Neurological conditions such as autism can be devastating – for the affected families, obviously, but also for society at large in 2019, writes David Cohen.

Thanks to a small tidal wave of media coverage over the past decade, we know how it starts. A young child in the best of physical health, for example, appears to be getting by almost fine – sure, their language development might seem a touch slow, some of their behaviours a little odd – until, finally, these and other facts swarm together under a diagnostic explanation.

Autism is a spectrum of disorders affecting behaviour, sensory perception and communication. Some of the estimated one in 59 individuals affected by it will be cognitively impaired. But even those who are “high functioning” will require their own forms of lifelong support.

The same is true to a greater or lesser degree of people with other “invisible” conditions such as attention deficit hyperactivity disorder, dyslexia, dyspraxia and Tourette syndrome.

In the case of autism, the immediate challenges are formidable enough, and here I speak from experience as the father of a boy who was diagnosed as severely autistic in the early 2000s. There’s early schooling to consider, of course, along with questions of how the domestic environment will need to be best arranged in the years ahead.

Less well appreciated is how it ends.

Once upon a time and not so long ago, the outlook here was pretty bleak.

About half of potentially employable autistic people are permanently unemployed, according to the American advocacy and research group Autism Speaks, with poor educational opportunities often leading to generally low workplace participation.

Those on the autistic spectrum tend to have highly specific skills, such as attention to detail, which can come in very handy in some fields.

Neurodiversity, a relatively new, slightly clunky-sounding descriptor with an entirely sweet meaning, is one attempt to apply some social balm to that last concern.

The term reflects a growing change in understanding. It shifts the emphasis away from the affected individual to society at large, especially in the areas of higher education and careers.

In a culture that fizzes with downright unpleasant adjectives for people with atypical or decidedly offbeat psychological traits, it challenges the rest of us to think more positively of these conditions as part of the great tapestry of the human experience.

Changes in some quarters have been swift. The magazine Forbes reported this year that large corporations such as SAP, Hewlett Packard, Microsoft, Ford, IBM and others have recognised the competitive advantage of neurodiversity and begun to utilise the special gifts and talents of individuals with autism and other neurological differences to improve the workplace.

True, those gifts and talents usually come with their own particular set of challenges. But you could say the same of almost any group. And the potential benefits are impressive.

Why else, after all, would the Israeli army, which even its harshest critics would hardly describe as ineffective, go out of its way

to specifically recruit autists to serve in a dedicated branch known as Unit 9900, where their heightened perceptual skills are put to military use in areas such as the intricate reading of maps and in airport security?

Here are some possible reasons. Those on the autistic spectrum tend to have highly specific skills, such as attention to detail, which can come in very handy in some fields. They tend to be highly committed employees if the role is right for them, and who doesn’t want that?

They also tend to be straight talking, which might rule them out in fields where mendacity is more or less expected but would recommend them in others – not just the military, but computational areas such as IT and accounting – where honesty is a corporate asset.

I first heard about the concept from one of the world’s most famous autistic women, Dr Temple Grandin, who also happens to be one of the world’s leading scholars on animal behaviour.

Grandin, a professor of animal science at Colorado State University, has published hundreds of papers on autism and animal science.

Her ideas on animal slaughter have also been widely adopted. If you’ve had a McDonald’s burger recently, the chances are good that the animal was slaughtered

according to more humane standards as a result of modifications she helped usher in.

For example, in one of her books, *Animals in Translation*, for example, she made medical headlines by speculating that autism can be a tool for helping to decode how animals think and feel. Autistic people’s frontal lobes, she writes, almost never work as well as other people’s do. Instead, according to Grandin, the autist generally makes do with the part of the brain that animals rely on.

In this and much else, she is celebrated. Ironically, she told me, she might never have been celebrated at all had she not come of age when her condition was less well understood, thus making it possible for gifted autistic people to land a good job (or indeed any job at all) thanks to the fact that university admissions officers and recruiters were less aware of it.

“And here I am,” she said warmly, “one of America’s leading people when it comes to the medication of autism. What does that tell you?”

What it probably tells us, or at any rate underscores, is that a little more enthusiasm for differences and a little less concern for similarities can sometimes pay rich social dividends.

Indeed, if neurodiversity were sufficiently celebrated and practised, those initial diagnoses might be a lot less devastating for all concerned. ♥



Alanna Mitchell

What's happening to whales in the Southern Ocean can tell you quite a bit about what is happening to the rest of life in that part of the ocean.

On a rubber inflatable in the Southern Ocean off Antarctica in late March, Canadian science journalist Alanna Mitchell came eye to eye with a 40-tonne humpback whale.

"I was less than a metre from him. His fin was probably five metres long and he looks at us. He wants to see who we are and what we're doing. I'm sitting not a metre away. He swims around a bit then swims away. It's all very peaceful. They're not afraid of us, they're just trying to figure out what's going on - it's fascinating."

Alanna, who specialises in writing about the way climate change is impacting our oceans, is headlining this year's MAS Talks in Auckland, Wellington and Christchurch in September.

Her visit to Antarctica was a memorable one: she accompanied a crew of scientists who were observing changes in the humpbacks' behaviour and patterns.

"What's happening to whales in the Southern Ocean can tell you quite a bit about what is happening to the rest of life in that part of the ocean," she says.

It was also unusual – usually, the summer season ends much earlier.

"The fact we were there at the end of March is extraordinary, right? You wouldn't expect to be able to be there in early fall," Alanna says.

They observed a humpback 'baby boom' – the result of plentiful krill being available

to eat because other creatures who would usually compete for this food source are no longer there.

"We were in this tiny bay, and there were dozens of adults in there trying to eat as much as they can so they can migrate to the north to warmer waters and have their babies. At night, they just take tonnes and tonnes of krill, literally, and fatten up on this stuff."

But while a baby boom among these sentient creatures could be considered an unexpected positive effect of climate change, she says it won't last.

"The krill themselves are going to be under increasing threat as the ocean warms and becomes more acidic."

Alanna, whose international best-selling book *Sea Sick: The Global Ocean in Crisis* looks at our changing oceans as the impacts of burning fossil fuels continue to be recorded, says our oceans are becoming "warm, breathless and sour".

"It's becoming a lot warmer, it's losing its oxygen, it's becoming acidic."

"The fact is the chemistry of the ocean is changing globally because of the fossil fuels that we've burned, and that in turn is changing the ability of the ocean to support life."

Alanna says if the oceans are sick, that means the whole planet is too.

"Many scientists I spoke to told me the ocean contains something they call the 'switch of life'. Each of the previous mass extinctions on our planet has been linked to a change in the concentration of carbon dioxide in the atmosphere."

"The ocean is the key to the whole running of the gears of the planet. And when we fiddle with the ocean, we're fiddling with the planet's ability to support life, and we're doing that in an extraordinarily fast manner."

Alanna, a former newspaper journalist, has become something of a translator between scientists and the general public. Scientists are historically not known for their strong communication skills but are driven by their passion for observing changes in the planet's systems.

"I am interested in democratising information. There's all this incredible information out there that most of us aren't aware of because we're not in touch with the scientists. And the scientists really want to tell us about it but they don't necessarily know how."

This communication is needed now more than ever.

"There's no question that this is a hinge moment in human civilisation. What we decide to do in the next year or two is going to make all the difference in how our human existence plays out."

And Alanna remains hopeful for the future of our planet and the species that inhabit it.

"It seems to me that this is a unique moment in human history when we can really put our ingenuity into play to make a difference in our world."

Ahead of her visit to New Zealand in September for MAS Talks, Alanna is presenting her one-woman show based on *Sea Sick* at the Edinburgh Festival. She hopes audiences come away feeling upbeat.

"I hope that it feels like a conversation with the people in the audience when I'm on stage. I'm not coming to try to shame people into doing something, because I don't believe in that. There is an element of love and joy and generosity that can take us through this."

"It's not anger, it's not rage, it's not despair that's going to get us there. It's the opposite of all that." ♥

An Evening with Alanna Mitchell



Join us for an evening with award-winning Canadian science journalist Alanna Mitchell, whose fascinating life working with scientists around the globe allows her to observe our oceans and the challenges they face due to the burning of fossil fuels.

Alanna regularly travels from the Arctic to the Antarctic and everywhere in between and has published multiple books including *Sea Sick: The Global Ocean in Crisis* and will retell tales from some of her adventures as well as inspire the audience to find ways to help stem the effects of climate change in their own lives.

Tuesday 10 September
Christchurch
Christchurch Town Hall

Thursday 12 September
Wellington
Opera House

Friday 13 September
Auckland
ASB Theatre Aotea Centre

Tickets go on sale at mas.co.nz for Members from 1 July. More information will be made available before this date.

MAS TALKS 2019

Telling the stories of the sea

This year's MAS Talks headliner has found a way to explain the challenges facing our oceans as a result of climate change and wants to inspire action to prevent catastrophe.

Image courtesy Derek Oyen
(unsplash.com/@goosegrease)



Pictured / Dr Beena Hegde has been practising medicine for almost 30 years and yoga for 20

Yoga is an ancient practice that has been through a popularity boom in recent years. Most people know it for its ability to increase fitness, flexibility and mental health benefits - but for people who suffer from medical conditions like eczema or IBS, yoga could also be their saving grace.

It's not often you associate the spiritual, calming practice of yoga with a doctor's office or medical science. But they aren't complete strangers.

Dr Beena Hegde has been practising medicine for over 30 years and yoga for almost 20. She instructs two yoga classes a week at her local studio in Wellington, while also working as a general practitioner.

Hegde says yoga provides an excellent complement to western medicine for achieving overall wellness.

Science meets spirit

The hidden medical benefits of yoga



Yoga provides an excellent complement to western medicine for achieving overall wellness.

Stretch to heal With the fitness industry in New Zealand worth \$494 million*, we see thousands of messages about the physical benefits of exercise, and that includes yoga. So we know what these benefits look like; weight loss, toning, and improved flexibility. But what are the lesser known benefits?

Hegde has a hybrid perspective of overall health from being both a yoga teacher and a GP. She says there are many medical conditions traditionally thought to only be remedied by medication that the practice of yoga can hugely assist with.

"The benefits of yoga are so much more than just fitness. At its essence, yoga is the practice of connecting the body and mind, and the effect of this connection should not be disregarded when it comes to treating health issues."

Skin conditions like eczema or psoriasis that are often a result of inflammation can be made worse by stress and anxiety, and for many, there can be benefit through practising yoga with its emphasis on deep relaxation.

"Ulcers, irritable bowel syndrome and constipation can also be exacerbated by stress. So if you're stressing less, you may suffer less ... some people report the physical practice of yoga aids their digestion and eases constipation," says Hegde.

Just breathe Don't underestimate the power of rest. Within the practice of yoga, the body is breathing deeply and concentrating on its physical form - and arriving at a deep state of relaxation. This relaxation is hugely important for a range of health reasons.

Women going through menopause may find yoga helpful in regulating hot flushes and some reports suggest people receiving cancer treatments have found yoga helps their sleeping patterns and general sense of wellbeing.

"Anyone who is experiencing health conditions that have very up and down symptoms can benefit from long periods of relaxation. You're forcing your body to be stable both through the muscles and the breath and that has fantastic long term benefits."

Yoga for everyone The most common obstacle to taking up yoga is the perception that the practice is only for the young and flexible. But Hegde says the hesitant crowd is exactly the type of people who could benefit from yoga the most.

"I get middle-aged men saying to me 'Oh no way, I'm not flexible I can't do yoga' but that's only because they're imagining the extreme end of the yoga spectrum - a woman balancing off the side of a mountain."

"For beginners, even the smallest movements are very beneficial."

Hegde says a Type A person may want to partake in a fast, "militant style" yoga class - but in reality, they would be better suited to a slow and calming yin yoga class.

"If you're a fast-paced, bold and busy person, it's natural to want a class which matches that. The thing is, you're already living your life like that. So what you really need is a chance to reset and take a break."

Hegde says yoga is a useful tool for people and doctors looking to deal with stress-related health concerns through an approach of overall wellbeing.

"Stress is an energy and it's an energy that can be channelled into yoga if someone chooses that's what they want to do. Starting anything new can be overwhelming, but when people see the results, they never regret it."

Hegde says approaching medical conditions with an overall wellbeing perspective can be a refreshing change for people who have relied solely on medication for long periods of time.

"And even for people who don't suffer from medical conditions, incorporating yoga into your routine will never be a bad idea and feeling better, physically and mentally, who wouldn't want that?" ♥



We hope to encourage people to move their body, calm their mind, open their spirit and have a deeper connection to others through instructions in te reo.

An ancient practice reborn through te reo

Two Wellington yoga teachers are finding deep connections between the ancient Indian practice of yoga and the Māori concept of hauora or health and wellbeing.

Co-owner of Awhi Yoga Studio, Jase Te Patu has been teaching yoga for over 26 years and is of Ngāti Apa, Ngāti Ruanui and Ngāti Tūwharetoa descent.

He initially started to incorporate Māori elements into classes at his studio, both with adults and children. He saw an instant similarity between elements of yoga and overall hauora.

Hauora means physical, emotional, social and spiritual wellbeing – a concept that is also shared in the realms of traditional yoga.

“I felt that te ao Māori and the ancient teachings of yoga blend beautifully together to create a framework for overall wellbeing,” he says.

“Both philosophies teach us that everything starts with our individual wellness, which leads us to better relationships with others, a clearer purpose in life and a greater connection to the world around us.”

He partnered with Wellington-based certified yoga and mindfulness teacher Shirley McLeod who developed and self-published the Yoga Deck, a set

of 41 instructional yoga pose cards. Together, they created the Te Reo Yoga Deck, which guides users through a series of postures using te reo.

With Te Patu’s deep understanding of hauora and McLeod’s keen attitude for yoga teaching, they have been spreading the word together on how the two worlds perfectly collide.

“We hope to encourage people to move their body, calm their mind, open their spirit and have a deeper connection to others through instructions in te reo. There is a whakatauki that best sums up our vision. He Mauri te reo Māori no Aotearoa māu, mā tātou katoa – Let’s make Māori an essential language for you and for all of us in New Zealand.” ♥

Fashion without barriers

A young lover of fashion is working to ensure more accessibility in the industry. All is for All is believed to be a world-first initiative to remove accessibility barriers when shopping for clothing.

People with accessibility needs shouldn’t be relegated to a small selection of “grandma” clothing says Grace Stratton, an Auckland-based law student, lover of fashion and wheelchair user.

“Young people with disabilities don’t want to be wearing velcroed tops all the time. They want to have the same access to fashion as everyone else, and able-bodied people aren’t going to buy a piece of clothing marketed as disability clothing, as they think it’s not relevant to them but people might benefit from knowing the accessibility of a garment, its functionality,” she says.

Stratton has launched All is for All (AIFA) with business partner Angela Bevan. The e-commerce platform showcases a curated collection of accessible clothing from Kiwi designers including Ingrid Starnes, RUBY, Stolen Girlfriends Club and Penny Sage. Every garment is photographed on models with disabilities, such as wheelchair-users, and each includes an in-depth description of the garment’s functionality.

Stratton has cerebral palsy and has used a wheelchair her whole life and was frustrated with the lack of detail available when she’d shop for clothing.

“One of the problems I encountered was I’d buy a dress I love but when I’d go to try and put it on, there’d be a hook and eye at the top of the dress and that one little thing means I’d need to find Mum or Dad to help me slot it into place.



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The e-commerce platform showcases a curated collection of accessible clothing from Kiwi designers.

“Other things are the way you get things on like, for example, some skinny jeans. Some are easier to get on than others but you don’t know that unless you try them on, and a person with a disability isn’t going to go use the changing room to try them on because it takes them so much longer.”

And using a wheelchair means clothing displayed on an able-bodied model standing up looks totally different on someone who is seated.

AIFA’s collection includes descriptions such as detailed zip and closure instructions on garments, and users can search using



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terms that speak to issues of concern for those living with accessibility needs such as “jeans without rivets”. They also have audio descriptions for vision-impaired people.

Stratton launched the platform and says, with about 20 percent of New Zealand’s population and 15 percent globally identifying as having an access need or disability in their lives, it’s a market with huge potential.

Response from the industry and users has so far been positive, and Stratton says they are listening to feedback to make the site even more user-friendly. She believes it has the possibility of going global and becoming a catalyst for change in the industry.

“Eventually we want to be, for example, able to go into Top Shop and see garments that are accessible for me and see it modelled by a person with a disability.” ♥

01/ Grace Stratton, founder All is for All
02/ Visit www.allisforall.com

Money: to discuss or not to discuss?



Talking about financial matters amongst friends, in the workplace and even in family situations has long been a social faux pas – but does this need to change?

Finances have always been a taboo subject, especially here in New Zealand. Perhaps it's the tall poppy syndrome or simply the fact that many Kiwis were brought up being told that it was vulgar to discuss money socially. Whatever the reason, New Zealanders are known for being extremely private when it comes to discussing money.

There is, however, a growing argument in favour of bringing these highly uncomfortable conversations into the workplace. Once upon a time, asking a colleague point blank what their salary was would have been completely unacceptable. More people are now speaking out in

favour of making salaries transparent in the workplace. This could mean that information on everyone's salary, from the CEO to the fresh-out-of-uni graduate, would be made publicly available to all the other employees.

Union or division

There are both pros and cons to adopting salary transparency. On the positive side, it could be seen as a useful aid for traditionally underpaid and undervalued workers – women, for example. Salary transparency could provide the information they need to support their case for pay parity with their male counterparts. It could also remove the awkward nature of salary negotiations if both



Amanda Morrell, Personal finance editor and author of financial how-to book *Money Matters*

Introducing pay bands is a more digestible way to bring in some form of salary transparency to New Zealand workplaces.

parties are aware of the pay bracket they are working within. Employees could see a tangible top-end salary they may possibly earn within their organisation.

On the other hand, salary transparency could be demotivating. Some employees could end up feeling jealous, undervalued and upset at learning they are being paid less than their colleagues for what they may consider equivalent work. An employer most likely considers many other factors such as experience, results and productivity when determining salary levels. Envious colleagues may not be able to objectively see the other skills that a co-worker brings to the table.

Salary transparency offers an opportunity for employers to explain the measuring mechanisms used when determining employee salaries. Some employers may not want to share this information. Others may be more willing to have a more open conversation with their employees to help them understand the reasons why their colleagues are on a higher salary and how to get there.

Money matters but so does lifestyle

Amanda Morrell, an Auckland-based freelance journalist, personal finance editor and author of financial how-to book *Money Matters*, believes that introducing pay bands is a more digestible way to bring in some form of salary transparency to New Zealand workplaces.

"I think pay bands are better than full-blown transparency. You can see what range you

fall into and where you can go. Pay bands are more effective for employees who are looking to understand remuneration and work towards something that is a better compensation for them."

Morrell believes that introducing salary transparency tools would be helpful for people beginning their careers, particularly women, in initial salary negotiations with an employer.

"The biggest mistake young women tend to make is that they are so grateful for a job that what they get paid is inconsequential. Maybe it's the same for men, but they tend to be more assertive.

"In doing this, you're setting yourself up for challenges later on. If you have an idea about what certain roles are remunerated and how then you're not in the dark about what your pay package should be and there's less guesswork."

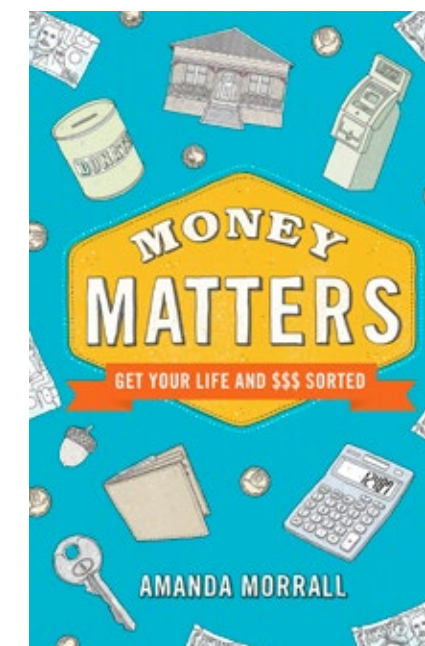
Morrell's philosophy on finance and career is a holistic one. She encourages people to look at the big picture and remember that salary isn't everything.

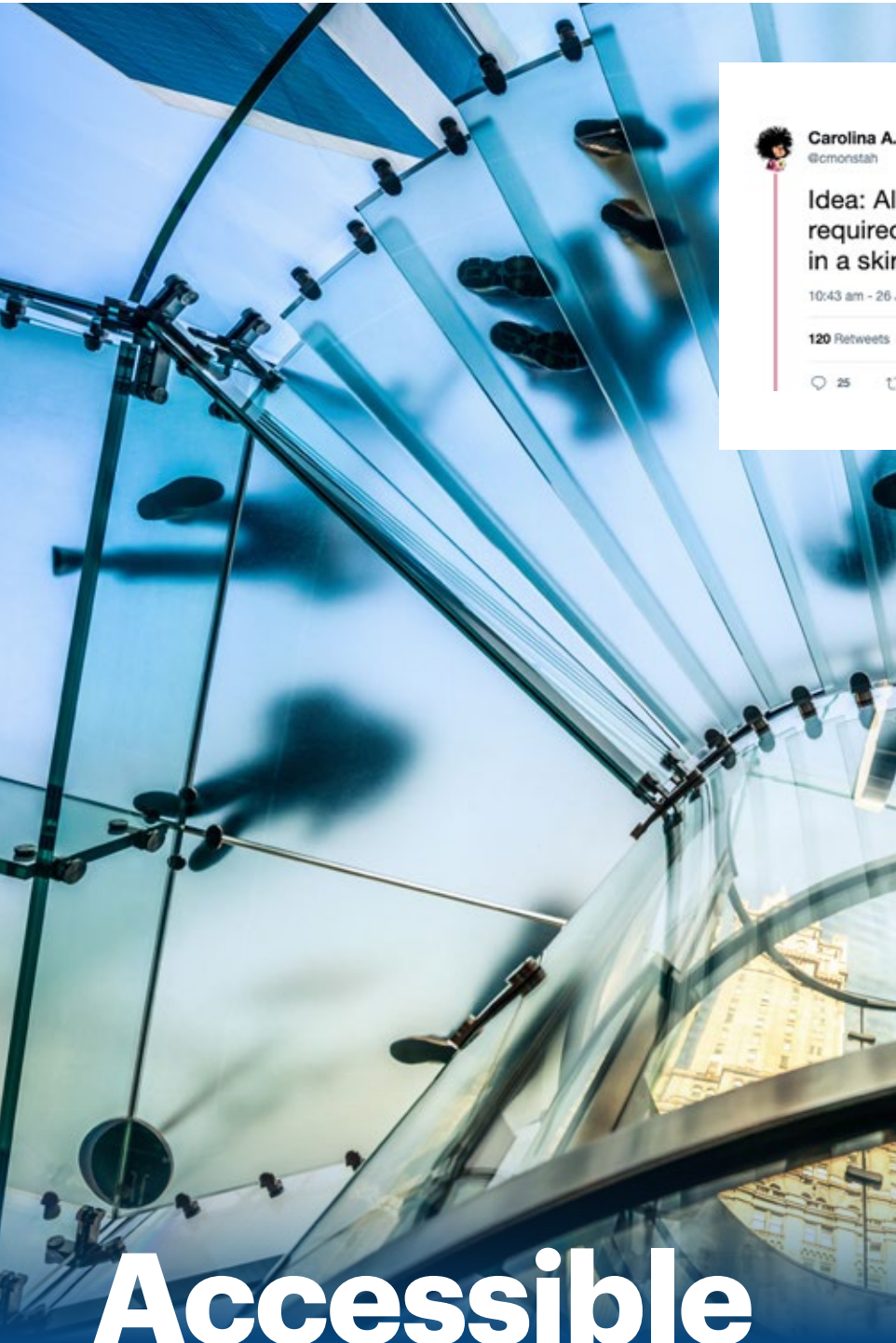
"Of course, money is critically important, but consider some of the other benefits in your workplace and be prepared to accept those. Salary is not everything. There are rewards for working for a company that is doing things you strongly believe in or a company that provides flexibility in working hours which is particularly useful for young mothers. These factors might make up for poor pay."

A gentler approach for New Zealand

While some companies overseas have successfully adopted salary transparency and had a positive response from their employees, Morrell isn't sure that New Zealand workers would respond well to that same approach.

"As for full salary transparency, I'm not sure New Zealand is ready to go that far – it's too radical. It doesn't have to be all or nothing. Establishing pay bands is more reasonable, thoughtful and easier to digest for people." ♥





*Above/ This tweet ignited a debate about a world seemingly made by, and for, men
Below/ Jenny Duck, Associate at Herriot Melhuish O'Neill Architects, thinks it should be expanded further*



In 2018, the *LA Times* Culture Editor Carolina Miranda tweeted "Idea: All male architects should be required to navigate their own buildings in a skirt."

Miranda's quip was in response to a visit to a building that featured a pair of elevated glass catwalks. It wasn't the first time she'd highlighted this issue – a visit to a library with glass floors in Santiago, Chile, while wearing a skirt resulted in similar frustration.

The tweet ignited a debate about a world seemingly made by, and for, men that results in design that is unfriendly or at times blatantly disregards the diverse group of people who use it. Does New Zealand have a similar issue?

Accessible spaces

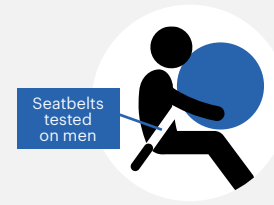
How do we make the world we live in more inclusive?

INVISIBLE WOMEN: FOUR WAYS THE WORLD IS BUILT FOR MEN

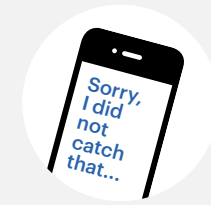
Source: Invisible Women: Exposing Data Bias in a World Designed for Men by Caroline Criado Perez



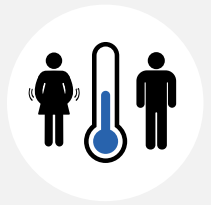
Heart attacks
Women 60% more likely to be misdiagnosed



Car accidents
Women 47% more likely to be seriously injured



Voice technology
70% more likely to recognise male voice



Office temperature
5°C too cold for women's lower metabolic rate

Diversity is more than gender balance, and having a range of divergent views and ideas would, according to some, produce a better, more inclusive result.

Of Miranda's suggestion, Tauranga-based architect Jenny Duck thinks it should be expanded further: how about architects navigating their designs in a wheelchair or with a pushchair to make sure they are inclusive?

But whether there's a systemic issue, she isn't so sure. "In this day and age, the scenario where that happens is rare."

The Herriot Melhuish O'Neill Architects Associate says the design process is incredibly rigorous, and possible issues are ironed out during this phase.

"It would be unusual for the implications of something like a glass walkway or staircase not to be debated thoroughly.

"There has been a big push for central atriums, which provide light and allow people to circulate easily and interact with others. A client may want a glass walkway to allow the light to filter through the atrium. They may want seating spaces and walkways. Our job is to balance these attributes and provide a successful design solution that considers all users."

Growing diversity

The Diversity Agenda, a campaign to improve the diversity of both the architecture and engineering professions, is seeking to encourage more women to join the industries. But diversity is more than gender balance, and having a range of divergent views and ideas would, according to some, produce a better, more inclusive result.

"Take the example of public architecture," Duck says. "My exposure to Māori culture is limited, so I would need to collaborate with other knowledgeable professionals to achieve the best outcome. Experience is important, but we also want a diverse range of people working on a project.

"While in years gone by it was predominantly men, now more and more talented women are coming through and putting their hands up and taking on leading roles. That can only be a good thing."

It's a man's world

Caroline Criado Perez's book *Invisible Women: Exposing Data Bias in a World Designed for Men* is an eye-opening look at some of the ways women have been left out of consideration when it comes to design and technological developments.

The book revealed that crash test dummies have historically been designed for an average man's body, which is typically taller and heavier, and this has resulted in more female fatalities and serious injury in crashes. While female dummies are now used in crash tests, they are almost always tested in the passenger seat.

The list goes on. Smartphone health apps launched without period trackers. Speech recognition devices are more likely to understand a male voice than a female one. And we all know the stories of air conditioning blasting in an office space and women shivering or adding extra layers – women's generally smaller size and reduced muscle density combined with lower metabolic rate mean they feel the cold more than men.



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Emma McInnes,
Urban designer at MRCagney

Women use transport differently to men. They're more likely to drop children off at school, head to work, pick their kids up, go to the supermarket and take children to after-school sports or other activities.

01/ Emma McInnes says that, with more and more people moving into our cities, the impact of poor design on residents is immense

Sexism in transport

There are now growing calls for such bias in design to change. Women in Urbanism Aotearoa is an advocacy group that is looking at the impacts a lack of diversity in urban design has on the people who navigate it.

Emma McInnes, an urban designer for MRCagney, leads the group and says that, with more and more people moving into our cities, the impact of poor design on residents is immense.

One of her key focus points is transport – a hugely important and challenging issue facing Auckland’s growing and sprawling population. McInnes says women use transport differently to men. They’re more likely to drop children off at school, head to work, pick their kids up, go to the supermarket and take children to after-school sports or other activities, while typically men commute once to work and once home.

Other issues include harassment, something that many women face on public transport, which further reduces their mobility, especially after dark.

But if the answer to housing our growing population is to build up, not out, our inner cities need to become friendlier for families, an increasingly culturally diverse population and those with accessibility issues.

“One of the best examples is watching families, often immigrant families, taking their kids to Freemans Bay Primary School. They have to walk over four lanes of traffic on Nelson Street and on Union Street, and then navigate their way over an off-ramp with no pedestrian amenity.”

A lack of footpaths in the area also means parents are often seen pushing prams and holding the hand of little ones as they walk up the Nelson Street cycleway, she says.

“The problem with this is it refuses to recognise the city is not just a place of business, it’s also a residential neighbourhood.”

Footpaths need to be wide enough for two people with pushchairs to pass each other at the same time, and inner cities need more bathrooms that allow people to change babies’ nappies and spaces for the growing elderly population to sit and rest, McInnes says.

Another way to tackle these problems is by designing a transport system that doesn’t just work for people living close to arterial routes, which tend to be higher socioeconomic areas.

“It’s a question of coverage versus patronage. Patronage focuses on trips from home to work and not all the other trips people take. A public transport system that focuses on coverage means low socioeconomic areas get coverage.”

Space for introverts

Wellington architect Judi Keith-Brown, who was recently announced as the President-Elect for the New Zealand Institute of Architects, says another challenge for inclusive design is creating workspaces that get the best out of employees, and she doesn’t believe many open-plan offices work for introverted people.

Keith-Brown has been judging the Wellington Architecture Awards and noticed designs that would have densely packed open-plan offices for the workers while upstairs the top brass had spacious private offices. The contrast was startling.

“I was really surprised by how small the spaces were for people to work in.”

Having recently read Susan Cain’s *Quiet: The Power of Introverts in a World That Can’t Stop Talking*, a book about introverts and their need for quiet spaces, Keith-Brown wondered whether this style of workplace would suit an introvert, but when she raised it with the architect, who is a self-described introvert who’d introduced her to the book, he said it hadn’t even occurred to him.

“Susan Cain’s book says that a large percent of the population is introverted, and they are working in spaces that aren’t suited to their personalities. You have to wonder how that impacts on them.”

Keith-Brown says the growing trend of hot desking is also detrimental to introverts.

“It makes them anonymous in the space because they don’t have anywhere they can personalise or be comfortable in while they’re at work.

“Are you ever going to feel like you’re worthwhile or that people value you?”

On the other hand, a private office with a closed door might not be the best way



Judi Keith-Brown, New Zealand Institute of Architects President-Elect

Another challenge for inclusive design is creating workspaces that get the best out of employees.

to work for many people. Better office design provides more space per person and plenty of break-out spaces for quiet conversations or focusing on work.

A law chambers she visited in London was a good example. Everyone had their own office that fed onto a central communal library, coffee and photocopying area where they could have meetings or catch up with colleagues.

“The communal space in the middle was really popular. And all their doors were open. How an office is designed and how the layout works really affects how people feel about their job and themselves.”

Keith-Brown says having more diversity in the design process will help. But she wonders whether the registration system needs to change. After finishing an architecture degree, it takes about four years to get



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registered, by which time many female architects are almost 30 and are thinking about having a family, which takes them out of the workforce for a period of time.

“There are a lot of women who are actually doing quite well now, but one of the things that’s really hard is that, within the architectural profession there’s still a real old-boys network. And they don’t mean to be. They think they’re all super modern and forward-thinking, but it’s hard to be taken seriously in that environment. Slowly but surely this is changing.” ♥

02/ Susan Cain’s *Quiet: The Power of Introverts in a World That Can’t Stop Talking* says that a large percent of the population is introverted and they are working in spaces that aren’t suited to their personalities. Image courtesy Andrew Neel (unsplash.com/@andrewtneel)



A CREW on a mission

A group of Auckland Hospital anaesthetists and theatre staff used Auckland's Round the Bays run in March to raise awareness for mental health. Team CREW – Colleagues Recognising Emotional Wellbeing – ran, jogged and walked 8.4 kilometres to raise money for Lifeline Aotearoa.

Organiser Justine Wright says about 60 adults and children participated to highlight the importance of supporting positive mental health and wellbeing in high-stress environments like those faced by health professionals.

The initiative was supported by MAS and was designed to encourage people to get out and exercise and to connect with people, all while raising money for Lifeline Aotearoa – a not-for-profit that receives about 10,000 calls a month and six high-risk calls a day.

For more pictures, see
facebook.com/mas.co.nz



Go your own way

accessible travels

Disabilities don't stop many adventurous travellers exploring the world, although some places are easier to navigate than others.

In 2006, not long after the accident that left her paralysed from the waist down, Tanya Black had a conversation with her partner that she'll never forget. She'd been having "one of those days", feeling overwhelmed by the prospect of life as a wheelchair-user.

"Oh my God, I'm never going to go tramping in the Himalayas now," she told him despairingly. She laughs as she recalls his answer: "You've never wanted to go tramping in the Himalayas. Whenever we go anywhere, you want to spend hours in a museum and go to a nice restaurant and drink wine. You can still do all of those things." I was like, "Oh, yeah, you're right."

Thirteen years later, it's still true that tramping is off the table, but Black's disability has, in some ways, given her a more adventurous lifestyle than she had before. A year after her accident – a fall down a flight of stairs – she became a presenter on the TVNZ series *Attitude*, which saw her travelling the world to meet other disabled people.

"The first time I flew, I was really worried. I didn't know how I was going to get on a plane," says Black, who now works as Director of Communications for UNICEF New Zealand. "It was a lot to come to terms with, but I'm an old hand now."

The United States, she's learned, is one of the easiest places to get around, thanks to the Americans with Disabilities Act of 1990, which states that all public places must be accessible. "People will sue if they can't get into a restaurant."



Tanya Black,
Director of Communications
for UNICEF New Zealand

The first time
I flew, I was
really worried,
but I'm an
old hand now.

INCLUSIVE
TRAVEL
DESTINATIONS

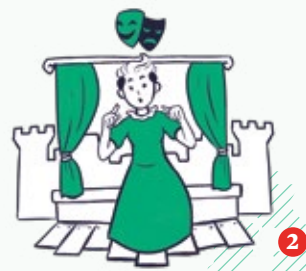


1 / Washington, DC:
Smithsonian museum visitors can download Aira, an app that gives **on-demand verbal descriptions** of exhibits through smartphone cameras or special glasses.

>>

2 / Stratford-upon-Avon:

The **Royal Shakespeare Company**, which has three theatres here, puts on performances with **sign-language interpreters and audio descriptions**.

**3 / Amsterdam:**

Accessible Travel Netherlands runs cruises along the city's famous waterways on **fully accessible canal boats**, with lifts on board and wide aisles for wheelchairs.



She has been to Istanbul twice and was pleasantly surprised by how accessible even the ancient attractions were. For example, the Basilica Cistern, an ornately decorated underground chamber built in the sixth century, had a chair lift for wheelchair users.

A work trip to Samoa was slightly trickier. First, she had to be carried off the plane because they didn't have an air bridge. Navigating Apia was awkward because there were no kerb cuts to help her transition from footpath to street. Her hotel room was accessible, but the hotel restaurant was up a flight of stairs. "Every morning, these two young, fit Samoan guys would carry me up to breakfast."

Black found that experience funny, more than anything, but it still shows how often accessibility is overlooked. Over the years, she's been booked into "accessible" hotel rooms that are far from it. Sometimes she can wheel into the room itself but finds that, for example, the shower is up a couple of steps and doesn't have a fold-down seat or grab rails.

But the hardest thing about travelling as a wheelchair-user isn't physically navigating spaces, she says. It's convincing other people – colleagues, travel agents, insurance companies – that you'll be okay.

"People's expectations for what you're able to do aren't very high. They'll ask, 'Where's your caregiver? Where's your support person?'"

Taking taxis is an ongoing stress. Many times, Black has landed at Sydney airport and had drivers at the taxi stand tell her she needs a van, even though her wheelchair folds up and fits easily in the back seat. When she tries to hail a taxi in New York City, many drivers see her wheelchair and simply cruise past. If she's with her brother, who lives there, she'll have him stand at the kerb and wait till the driver stops before wheeling over herself. It's an effective technique but one she shouldn't have to use.

Wellington illustrator Pinky Fang agrees that being treated like a nuisance is the hardest part of travelling with a disability. Fang has retinitis pigmentosa –

a degenerative eye disease that results in "extreme tunnel vision". At the moment, she has about 5 degrees of vision, compared to the standard 180 degrees.

"I can still look at my phone and computer, watch movies and do art, but getting around is a pain." It's worse at night because her retina can't adjust to darkness, so her vision drops to virtually zero. "If I know my way already, it's fine, but going places I've never been before, I may as well close my eyes."

For the last few years, her guide dog Lyric has helped her navigate her home city of Wellington. Travelling further afield with Lyric can be stressful. Fang does a lot of ringing ahead to check that hotels and taxi drivers are happy to accommodate her. Legally, they have to, but some still try to refuse, and others make her feel like an inconvenience. No matter how many times it happens, this hostility hurts.

"I hate it. I do everything I can to avoid it. I don't want to argue with people. I don't want to stay somewhere where they don't want me. I don't want to be in someone's car where they don't want me."

Wellington illustrator Pinky Fang agrees that being treated like a nuisance is the hardest part of travelling with a disability.

Once, on a trip to Auckland, she went into a museum and was told dogs weren't allowed. When she explained Lyric was a guide dog, the staff member said brusquely, "Can you make sure she doesn't knock over any exhibits?" Feeling unwelcome, Fang left, but not before noticing the number of children tearing around, far more likely to knock something over than her highly trained dog.

Flying domestically with Lyric has been easy so far, but Fang plans to use a cane instead next time she travels overseas. When she went to London about five years ago, she didn't even do that. "For ages, I was pretending I wasn't as blind as I was."

Getting around the bustling, unfamiliar city was tricky, but it had one advantage over Wellington: loudspeakers that told her which bus or train was arriving and,



once she was on board, which stop was coming up. This is the norm in many international cities, Fang says, and it makes a huge difference.

Her ultimate dream is to one day go to Japan. She loves the visual aspects of that culture, and she wants to see the "crazy lights and bright colours" before her vision disintegrates further. She's heard positive things from other blind people about Japan's highly efficient public transport system and its ubiquitous tactile pavers – the bumpy bits on footpaths designed to help cane-users navigate the streets.

Black also plans to keep exploring, just as she did before becoming disabled. Beach holidays are a no-go now – wheelchairs and sand don't mix – but she hasn't given up her lifelong dream of visiting Machu Picchu, the ancient Peruvian city that lies 2,430m above sea level. She was thrilled when she found out it was accessible by train. "I don't know why anyone is choosing to do the three-day trek," she jokes.

Travelling isn't just a hobby or a professional necessity for Black. It's a way to show the world that disabled people can do anything.

"I'm motivated by the thought that other people will see someone in a wheelchair there. We can work, have families and live independently, but we've got to get out there and show people that." ♥

4 / Singapore:

The 101-hectare **Gardens by the Bay** nature park is highly accessible, right down to its passenger shuttles, which feature **ramps and platforms** so people don't have to transfer out of their wheelchairs.

**5 / Cardrona:**

The **Otago ski field** has a range of modified snow sports equipment and offers specially tailored lessons as part of its **Adaptive Snow Sports programme**.

*Pictured/
Wellington illustrator
Pinky Fang with
her guide dog Lyric*



Diversity in the professions

The 2019 student association presidents look at issues of diversity in their professions along with examples of positive changes and what they think could be done to continue to make their industry more inclusive.

Ming Yap

President / New Zealand Dental Students' Association

How do you think dentistry is doing in terms of encouraging and supporting diversity? The dental school is great in promoting cultural proficiency and highlighting the effect of the absence of diversity on health disparities in our population. Throughout our studies, all students are taught cultural competency theoretically, and this is consolidated in our clinical teachings. A marae visit is also included, allowing us to gain a greater understanding of Māori culture.

By ingraining the idea of diversity and social accountability into dental students early on in their education, you end up with a culturally sensitive group of health professionals that are able to develop the trust and confidence needed by not only the under-represented groups but all people served by the healthcare system.

Are there any issues or challenges you see dentistry facing when it comes to being inclusive? Since dentistry is a very invasive profession, patients can sometimes find it difficult to be comfortable with a dentist who does not understand their culture. Different ethnicities have different beliefs, expectations and needs when it comes to oral health, and the dentist must be aware and respectful of these aspects.

To be fully inclusive of people of different ethnicities, you must be able to understand and appreciate their culture and each of their beliefs, which, in a country as diverse as New Zealand, may be difficult.

When's a time you've seen a positive example of diversity or inclusion within dentistry? The Otago Dental School is the first point of contact in providing comprehensive dental care to Syrian refugees who have resettled in Dunedin. Along with many of my classmates, I have treated many of these refugees who have very high dental needs. The way that the dental students and clinical tutors treat and welcome these refugees with open arms is very heart-warming and a great example of how inclusive the dental profession is.

Fraser Jeffery

President / New Zealand Medical Students' Association

How do you think the medical profession is doing in terms of encouraging and supporting diversity? It's a mixed bag. It's great to see how our universities are supporting diversity through affirmative admission pathways for Māori and Pacific students. We are seeing these categories also expand into low socioeconomic and refugee populations as well. But at the same time, we have good evidence there is still discrimination in medicine that needs to be addressed.

Are there any issues or challenges you see the medical profession facing when it comes to being inclusive? There are challenges in many areas, but I'd like to highlight one – gender. A survey conducted among some of our clinical medical students in 2017 found that female medical students have a significantly different experience in medical school compared to their male counterparts – and not in a good way.



Ming Yap



Fraser Jeffery



Georgie Martin

Overt discrimination was experienced from doctors, other students and also from patients.

The survey also highlighted the effects of subtle discrimination relating to a student's future career. Female students were more likely to report that their gender placed them at a disadvantage in their learning and career opportunities in certain areas of medicine. For students to feel this way at the very beginning of their careers highlights how far we have got to go in building a more inclusive profession.

What would you like to see the medical profession do to encourage more inclusion? Becoming a more inclusive profession will require changes across the spectrum of medicine, including other professions. We are not going to achieve culture change within our silos there needs to be an all-of-system approach and significant collaboration to face some of these difficult issues.

Georgie Martin

President / Massey University Veterinary Students' Association

How do you think the veterinary profession is doing in terms of encouraging and supporting diversity? In recent years, I think the veterinary profession has acknowledged they could be doing more to encourage diversity. Statistically, western veterinarians and veterinary students are some of the least diverse, whether that be in terms of ethnicity, gender or sexual orientation. However,

throughout the degree, we are taught that greater genetic diversity makes for a stronger ecosystem that is more adaptable to changes and pressures. It would make sense then that diversity is something to strive for in any group, business and veterinary practice. This mentality shift can be seen worldwide and here in New Zealand. Changes in the selection process to include an interview reduces acceptance solely from academic merit to include a broader range of students irrespective of any previous academic opportunities and advantages.

When's a time you've seen a positive example of diversity or inclusion within the veterinary profession? Coincidentally, just the other day, the MUVSA Vice President was telling me about the dairy farmers she did placement with. They genuinely tried to be culturally sensitive and worked really hard to pronounce her name correctly. Though only a small gesture, it meant a lot to her. It is these small things that can make a great difference.

What would you like to see the veterinary profession do to encourage more inclusion? To make an impact surrounding inclusion, I believe it needs to start at the beginning, at the university level. I think the interview process could also include a more individualised component, as opposed to only being asked about fictional scenarios. This would be more personable and similar to what would be expected in a job interview. Another way to support and encourage diversity could be more communication and networking within the industry to build a stronger support system beyond one's own clinic. ♥



Winter

immunity

Keep the sniffles away

Many of us crave comfort food when the mercury dives, the light fades and we spend more time staying cosy inside, but this isn't always the best thing to keep energy levels and health in the black.

A good intake of vitamin C – found in foods like kumara (01), tomatoes (02), citrus fruits (03) and green leafy vegetables (04) – can help you stay healthy, as well as ensuring you're getting good sources of zinc such as spinach (04) and legumes (05). Plus green leafy vegetables and legumes are also high in iron, which helps to support a healthy immune system – a good option if you are reducing your red meat intake. Load your plates with garlic (06) and ginger (07), both great

immune boosters, but make sure you chop or crush your garlic and leave it to stand for 10 – 15 minutes before adding it to the pan to ensure you get the full health benefits.

Our levels of vitamin D also drop in winter, so try to supplement your diet with oily fish like salmon (08), mackerel and sardines, cheese (09) or egg yolks. If you're vegan, go for soy milk or yoghurt (10) fortified with vitamin D or mushrooms (11).

FIVE FIGHTING FIT FACTS



1. Keep up your intake of water



2. Watch your portion sizes



3. Base your meals on colourful vegetables



4. Exercise and sleep are crucial for overall health



5. Minimise waste by turning uneaten veges into soups or casseroles



Red wine with Stephen Wong

Quick Qs:

Wellington-based Master of Wine Stephen Wong runs Wine Sentience, which specialises in wine education events for the public as well as hospitality training and wine lists. Learn more at winesentience.com.

What is it about winter that makes us want to drink red wine? Since most white wines are served chilled to some degree, reds are less confronting as they don't cool us down. Gastronomically, the heavy dishes with rich sauces and lots of slow-cooked meats or hearty vegetables are less well suited for white wine, so we naturally drink more reds when we are eating richer food. That said, there are many exceptions to this – there are plenty of rich and powerful white wines that suit winter fare and likewise an increasing trend towards light, crisp reds (sometimes even served chilled), which are perfect for summer!

What are some of the lesser-known varieties we should try this winter and why? Given current winter food trends, I recommend looking to high altitude red wines to get a different structural balance, be it high elevations in warmer climates like the blended Nerello wines of Mt Etna or more alpine wines such as the delicious Teroldego, Lagrein and Schiava wines of Trentino Alto-Adige. Just over the Tyrolean pass, Austria also has much to offer, especially in the form of its versatile Blaufrankisch variety. It can be perfumed and elegant, right the way through to powerful and firm. Lastly, if you haven't revisited the reds of the Southern Rhône and the Midi in a while, they're perfectly suited to winter drinking. Mourvèdre/ Monastrell, Carignan, Cinsault and Grenache are all found in various blends of comforting, supple, fulsome reds grown in the south.

Does the size and shape of the glass we drink wine from really make a difference?

Most certainly. Think of it as a melody – the order and arrangement of the notes create a different melody, harmony and feel. Wine works the same way. It's easy enough to try at home. Simply pour wine into different vessels like a mug, a water glass, a champagne flute and a regular wine glass and compare how they smell and taste.

What about temperature – how warm should we drink reds? Is there ever a case for chilling red wine?

Temperature is the one thing that restaurants often get wrong for one reason or another. Red wines are often served too warm. It pays to remember that the use of 'room temperature' refers to an ambient temperature of about 18°C, not the 24 to 25°C that we often heat our rooms to. At higher temperatures, acidity and tannins diminish in perceptible impact, often making the wines taste flabby or, if warm enough, even soupy and cooked. It also heightens the sense of alcohol in the wine. For most medium to full-bodied reds, I'd go for about 18-22°C (warmer for the bigger, richer reds), but lighter reds like pinot noir actually tastes better at 17-18°C.



In season

LIMES Bring a little summer into deepest darkest winter when limes and other citrus fruits are in season, meaning their usually eye-watering prices plummet to everyday luxury level. High in vitamin C, lime juice was used as a cure for scurvy for the British navy – and why they became known as 'limeys'. They're also a source of vitamin A, B-complex vitamins and small quantities of iron, potassium and calcium.

COOK IT Make ceviche by marinating diced firm-flesh fish like tarakihi, trevally, or kahawai in lime juice, crushed garlic, diced red onion, grated ginger and a little salt and pepper. The lime juice will 'cook' the fish. andthe dish is best eaten after a couple of hours or left overnight. Serve with coriander and diced tomatoes.

STORE IT Keep the good times flowing by freezing zested peel (use a grater or vegetable peel) in ziplock bags and juice in ice cube trays. Throw the peel into curries and pop the juice cubes straight into a gin and tonic. Cheers!



Image courtesy Hannah Pemberton (unsplash.com/@thekitchenalchemist)

Recipe

Mulled Wine

Paulina Buchta from **Cuckoo Cocktail Emporium** shares a traditional glühwein or mulled wine recipe from her native Germany. The Wellington waterfront bar serves this recipe for cosy winter months.

- 2 BOTTLES OF RED WINE (THE FRUITIER THE BETTER – A LIGHT PINOT NOIR WON'T CUT IT!)
- 1 CUP OF ORANGE JUICE
- 1½ TEASPOONS OF VANILLA ESSENCE
- 1 TABLESPOON OF HONEY
- 3 SLICED ORANGES
- ZEST OF 1 LEMON
- 2 CINNAMON STICKS
- 2 STAR ANISE
- 5 WHOLE CLOVES
- 1 SLICED APPLE
- ½ CUP OF BROWN SUGAR
- 3 CARDAMOM PODS

Method:
Heat the red wine, orange juice and vanilla essence in a pot on medium heat. Make sure the mixture never reaches boiling point, as the alcohol will evaporate. When the mixture is warmed through, add all the other ingredients and stir. Then remove from the heat and let rest for an hour. Warm it up before enjoying.

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In review

Book reviews by India Lopez



THE DETAIL — PODCAST

Hosted by Sharon BrettKelly
and Alex Ashton
Radio New Zealand



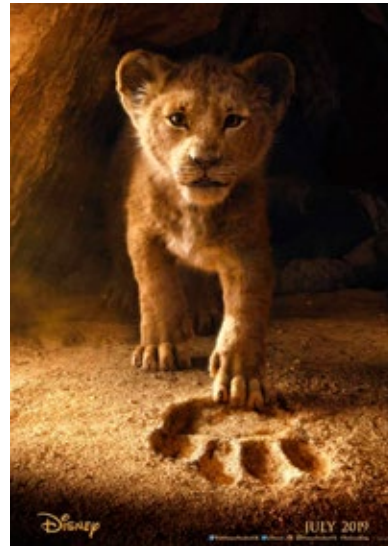
Radio New Zealand and Newsroom have paired up to help listeners dive deeper into the big stories to help give an understanding of what's really going on. Similar to the *New York Times'* *The Daily* podcast, each day, one news story will be explored in greater detail and context. It's fronted by journalists Sharon BrettKelly and Alex Ashton and launched in late April offering fresh insights into discussions including whether the Crusaders should change their name following the Christchurch terror attacks and the debate around New Zealand's abortion laws.



THE LION KING — MOVIE

Directed by Jon Favreau
In cinemas from July 19

Disney has been systematically working through its back catalogue of beloved children's animated movies and giving them a CG-animation remake. Next cab off the rank is *The Lion King*, which will whisk us straight into the animal kingdom as we see the circle of life play out in hyper-realism. Expect the music to be incredible – with Donald Glover (also known as his musical moniker Childish Gambino) playing Simba and Beyonce as Nala, *I Just Can't Wait to be King* and *Can You Feel the Love Tonight* will arguably be better than the originals. This visit to the plains of Africa is definitely not just for kids.

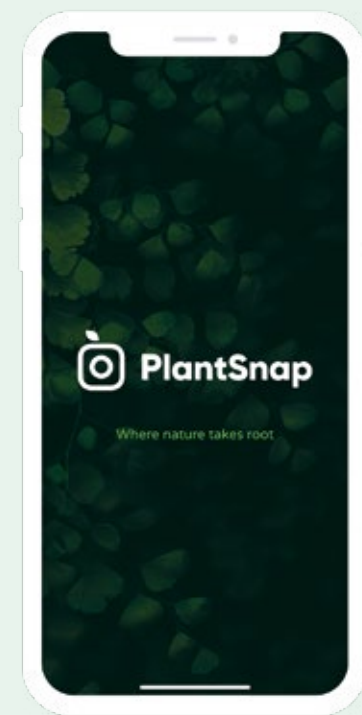


This visit to the plains of Africa is definitely not just for kids.



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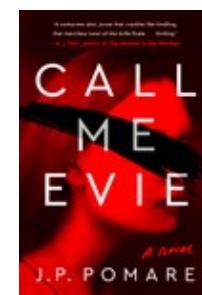
Identifying plants is now as easy as discovering your new favourite song on the radio. PlantSnap works like the popular music-identifying app Shazam, allowing you to identify whether the plant taking over your garden is a noxious weed or just a keen grower. Download the app and point the camera at the mystery plant, and you'll instantly get a small list of possible flora varieties to identify from. PlantSnap uses specific characteristics of plants, like leaf shape or vein patterns, to identify the plants. It also gives you classification information and history on the particular species so you can determine if it's something you want to let flourish or need to be aggressive in stamping out. It also works for flowers and indoor plants, so you can create an urban jungle that's the envy of all on Instagram.



DREYER'S ENGLISH

by Benjamin Dreyer / Random House / RRP \$48

Like Benjamin Dreyer, I work as a copy editor (although I'm yet to attain the lofty heights of copy chief at Random House), so I admit I have a professional interest in this guide to good writing/editing. However, I promise it has civilian appeal, too – and the *New York Times* bestseller status to prove it. It's the most delightful stylebook I've ever read, mainly because Dreyer himself is delightful: witty, articulate, irreverent. It's also remarkably comprehensive, despite clocking in at just 291 pages. The brevity is due in part to Dreyer's disdain for grammar jargon. Why waste time defining “indicative mood” and “remote conditional” when there are so many musical theatre references to be made and pot-shots at President Trump to be taken? Speaking of which, yes, this is a guide to American English, but Dreyer mostly does well to accommodate US subscribers to British English (including in a section offensively named “How Not to Write Like a Brit”), so we'll forgive him that. Anyone who cares about language and wants to communicate more effectively should savour this book from start to finish and then keep it close to hand as a reference forever after. I certainly will.



CALL ME EVIE

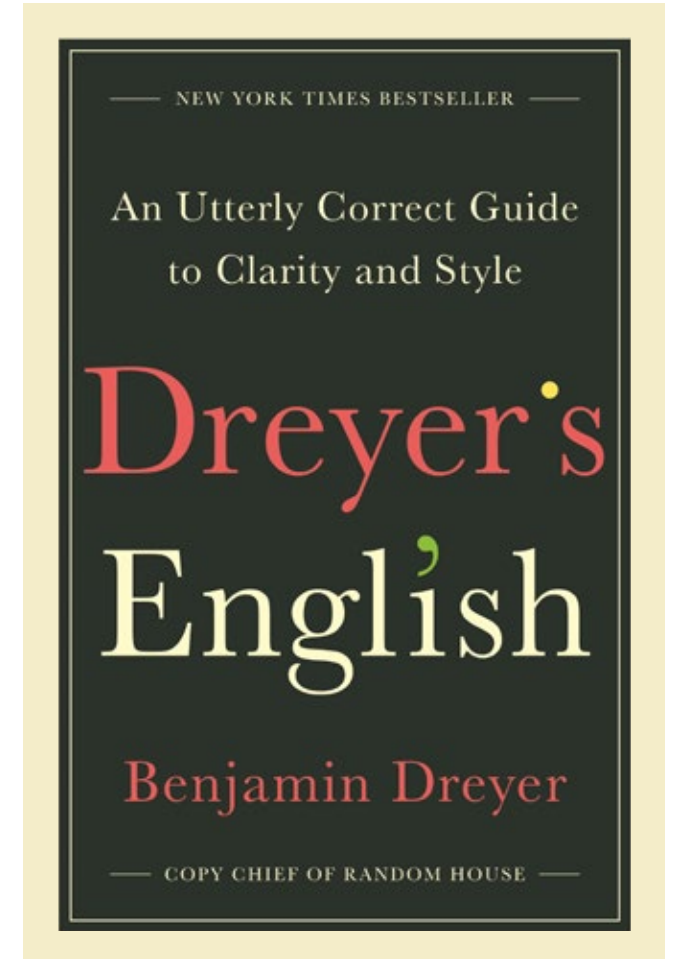
by J.P. Pomare / Hachette / RRP \$35



Kiwi readers will get an extra buzz from seeing their home become the perfect setting for a suspense novel.



Seventeen-year-old Evie is being held captive in the small Bay of Plenty town of Maketu. Jim, the man who brought her here from Melbourne, says it's not safe for them to go home because she did something terrible there, something she's blocked from her memory. Is he telling the truth? First-time author J.P. Pomare has crafted an intricate, self-assured thriller here, never letting the tension lapse as he drip feeds us information (including in one major “whoa!” moment). Kiwi readers will get an extra buzz from seeing their home become the perfect setting for a suspense novel: beautiful but menacing, quiet but claustrophobic.



ADÈLE

by Leïla Slimani / Faber / RRP \$33

French-Moroccan writer Leïla Slimani's second novel, *Lullaby* (renamed *The Perfect Nanny* in the US), was translated into English last year to wide acclaim. Consequently, we have here a new translation of her first novel, originally published in 2014. *Adèle* is a journalist who lives in Paris with her doctor husband and young son. She's also a sex addict. But don't get too excited. This is the unsexiest book about sex you'll ever read. Slimani forces us to feel the almost constant agony that *Adèle* feels, drawn as she is to “the vile and the obscene, the heart of bourgeois perversion and human wretchedness”. The ending is superb – both unpredictable and troubling.

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