

Court says 'Kiwi' is not a racist term

5th December, 2018



A court in Australia has judged that the use of the word "Kiwi" to describe a person from New Zealand is not discriminatory. New Zealander Julie Savage filed a complaint against an Australian bakery where she was nicknamed "Kiwi" by her colleagues. She

asserted that the term "Kiwi" was a form of racial discrimination and was insulting and disrespectful. However, the employment tribunal decided otherwise and dismissed her complaint. The bakery owner argued that the term "Kiwi" was one that most New Zealanders were proud of. He said the New Zealand government openly endorses the term and that it was used as "a term of endearment and as a means of identifying as a New Zealander".

The tribunal judge ruled that calling a New Zealander a Kiwi was not offensive. She said: "'Kiwi' is not an insult." In her findings, the judge observed that Ms Savage, "did not allege that she suffered unfavourable treatment in respect of the terms of her employment, lack of progression or segregation". Australia's Commissioner for Equal Opportunity acted on Ms Savage's behalf. She determined that: "If someone takes particular offence at that nickname and doesn't like it and says they don't like it and asked not to be called that anymore, then in a respectful workplace, that's what you'd do, you wouldn't call them that anymore." The bakery owner said he employs "every nationality known to man" and is not a racist.

Sources: radionz.co.nz / abc.net.au / stuff.co.nz

Writing

We should not use nicknames to describe nationalities. Discuss.

Chat

Talk about these words from the article.

court / kiwi / complaint / bakery / nickname / colleague / racial discrimination / proud / tribunal / offensive / employment / segregation / workplace / nationality / racist

True / False

- A New Zealand court said the term "kiwi" was not discriminatory. T / F
- A bakery worker said her colleagues insulted her by calling her "Kiwi". T / F
- The bakery owner said New Zealanders were proud of the term "Kiwi". T / F
- The bakery owner said "Kiwi" was a term of endearment. T / F
- A tribunal judge ruled that the term "Kiwi" was an insult. T / F
- The judge said the worker was segregated at work. T / F
- An equal opportunity commissioner acted on the worker's behalf. T / F
- The bakery only employs three different nationalities. T / F

Synonym Match

(The words in **bold** are from the news article.)

- | | |
|--------------------------|-----------------|
| 1. judged | a. ethnic group |
| 2. discriminatory | b. separation |
| 3. nicknamed | c. affection |
| 4. form | d. insulting |
| 5. endearment | e. prejudicial |
| 6. offensive | f. claim |
| 7. allege | g. bigot |
| 8. segregation | h. ruled |
| 9. nationality | i. labeled |
| 10. racist | j. kind |

Discussion – Student A

- What do you think of nicknames?
- Are there any bad words about people from your country?
- What do you think of New Zealand?
- What examples of racism exist in your country?
- Do you ever have racist thoughts or feelings?
- Are there any positive names for people from your country?
- What do you know about kiwis (the birds)?
- What advice do you have for Ms Savage?

Phrase Match

- | | |
|--|---------------------------|
| 1. the use of the | a. of endearment |
| 2. the term "Kiwi" was a form of | b. offence |
| 3. the New Zealand government openly | c. known to man |
| 4. it was used as a term | d. racial discrimination |
| 5. a means of identifying | e. that anymore |
| 6. Savage did not allege that she suffered | f. endorses the term |
| 7. If someone takes particular | g. workplace |
| 8. in a respectful | h. as a New Zealander |
| 9. you wouldn't call them | i. word "Kiwi" |
| 10. he employs every nationality | j. unfavourable treatment |

Discussion – Student B

- What do you think about what you read?
- Do you think the term "Kiwi" is offensive?
- What do you think of nicknames you've had?
- When was the last time you were insulted?
- Why do we use nicknames?
- Do you prefer to be called by a nickname or your proper name?
- Why are people racist?
- What questions would you like to ask a New Zealander?

Spelling

- not drnismcryoiat
- nicknamed "Kiwi" by her ullceesago
- decided otherwise and dismissed her mcoaltnip
- openly edsreno the term
- a term of eedanenmrt
- as a means of dingifyntie as a New Zealander
- calling a New Zealander a Kiwi was not nsevfioef
- Ms Savage did not gelela that she suffered
- lack of srogeoisprn
- acted on Ms Savage's baehlf
- in a turspcefel workplace
- not a atiscr

Answers – Synonym Match

1. h	2. e	3. i	4. j	5. c
6. d	7. f	8. b	9. a	10. g

Role Play

Role A – Promotion on Merit

You think promotion on merit is the best thing for a respectful workplace. Tell the others three reasons why. Tell them what is wrong with their things. Also, tell the others which is the least effective of these (and why): ideas being listened, being addressed by your name or having regular parties.

Role B – Ideas Listened To

You think ideas being listened to is the best thing for a respectful workplace. Tell the others three reasons why. Tell them what is wrong with their things. Also, tell the others which is the least effective of these (and why): promotion on merit, being addressed by your name or having regular parties.

Role C – Addressed by Name

You think being addressed by your name is the best thing for a respectful workplace. Tell the others three reasons why. Tell them what is wrong with their things. Also, tell the others which is the least effective of these (and why): ideas being listened, promotion on merit or having regular parties.

Role D – Regular Parties

You think having regular parties is the best thing for a respectful workplace. Tell the others three reasons why. Tell them what is wrong with their things. Also, tell the others which is the least effective of these (and why): ideas being listened, being addressed by your name or promotion on merit.

Speaking – Workplace

Rank these things. Put the most important things for a respectful workplace at the top. Share your rankings with other students.

- | | |
|---------------------|----------------------|
| • ideas listened to | • addressed by name |
| • longer lunches OK | • shared workloads |
| • regular parties | • promotion on merit |
| • equality for all | • flexitime |

Answers – True False

a	F	b	T	c	T	d	T	e	F	f	F	g	T	h	F
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Answers to Phrase Match and Spelling are in the text.