

## COVER SHEET: PROACTIVE RELEASE – ALL-OF-GOVERNMENT PACIFIC WELLBEING STRATEGY UPDATE

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**Hon Aupito William Sio**

Minister for Pacific Peoples

**Date of issue: 5 November 2021**

The following documents have been proactively released in accordance with Cabinet Office Circular CO (18) 4.

Any information redacted in this document is redacted in accordance with the Ministry for Pacific People's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

No.	Document	Comments
1	<b>All-of-Government Pacific Wellbeing Strategy: Update [SWC-21-SUB-0130]</b> <i>Cabinet paper</i> Office of the Minister for Pacific Peoples	Some information withheld.
2	<b>All-of-Government Pacific Wellbeing Strategy: Update [SWC-21-MIN-0130]</b> <i>Cabinet Social Wellbeing Committee minute</i> Cabinet Office	Some information withheld.
3	<b>All-of-Government Pacific Wellbeing Strategy: Update [CAB-21-MIN-0384]</b> <i>Cabinet minute</i> Cabinet Office	Some information withheld.

**[IN CONFIDENCE]**

Office of the Minister for Pacific Peoples

Cabinet Social Wellbeing Committee

## **Update on the All-of-Government Pacific Wellbeing Strategy**

### **Proposal**

- 1 This paper provides an update on the All-of-Government Pacific Wellbeing Strategy (the Strategy) led by the Ministry for Pacific Peoples (the Ministry). The paper seeks approval of a rescoped suite of focus areas: partnership and governance; capability; and performance and improvement as well as a set of Pacific values and principles that are the foundations of the Strategy to advance wellbeing outcomes for Pacific peoples.

### **Relationship to government priorities**

- 2 Improving wellbeing outcomes continues to be a priority for the Government. The Strategy is a manifesto commitment aimed at lifting Pacific wellbeing and aspirations in health, housing, education, business, employment, incomes, leadership, Pacific arts, sports, music, and STEAM career pathways.<sup>1</sup> The Strategy is expected to contribute to improving outcomes for Pacific peoples in the long-term and to accelerating the recovery from COVID-19, by laying the foundations for the future.<sup>2</sup>

### **Executive Summary**

- 3 Pacific peoples continue to experience persistent and stark inequities across a number of key social and economic indicators. In November 2019, Cabinet agreed that the Ministry for Pacific Peoples develop an All-of-Government Pacific Wellbeing Strategy centred on three focus areas: establish the Lalanga Fou Deputy Chief Executives Group, co-design a Pacific Wellbeing Outcomes Framework, and extend the use of the Kapasa and Yavu tools [SWC-19-MIN-0186 refers]. Initial progress was made in these areas prior to COVID-19.
- 4 The Ministry, with all of government, pivoted when COVID-19 reached New Zealand to support immediate response and recovery efforts. As a result, Strategy development was put on hold.
- 5 COVID-19 exposed just how much Pacific peoples are disadvantaged but at the same time it also proved that systems *can* change to be more responsive to their needs and aspirations. This was clearly demonstrated through system leadership as well as within Pacific communities rallying together proving their strength and resilience. The call to action from Pacific communities captured

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<sup>1</sup> Labour Party (2020). *Labour Party Manifesto 2020*. Available at: Labour\_Manifesto\_2020.pdf - Google Drive. (Accessed: 12 August 2021).

<sup>2</sup> Beehive (2020). *Speech from the throne*. Available at: Speech from the throne | Beehive.govt.nz. (Accessed 12 August 2021).

in Pacific Aotearoa Lalanga Fou report (Lalanga Fou) in 2018 has not changed and the global pandemic reinforced the need for the Strategy.

- 6 The Strategy contains three focus areas, drawn from those agreed in 2019, which are partnership and governance (to strengthen collective action and community leadership), capability (to lift cultural competency and responsiveness), and performance and improvement (to measure and track the impact of investment).
- 7 This paper provides an update across all three focus areas and puts forward a set of Pacific values and principles as the foundations for the Strategy. The Pacific values and principles are at the centre of the Strategy to ensure that the Strategy does not compromise on Government's commitment and accountability to Pacific wellbeing outcomes (**Appendix 1**).
- 8 Pacific values and principles will enable us to achieve the desired outcomes as outlined in the All-of-Government Pacific Wellbeing Outcomes Framework in **Appendix 2**. The proposed system changes seek to respond and address systemic issues and barriers raised by Pacific peoples. These foundations will pave the way for a better future of wellbeing for Pacific peoples in Aotearoa.

## Background

- 9 In November 2019, Cabinet agreed that the Ministry lead the development of the Strategy, as the mechanism for a new way of working across government to improve outcomes for Pacific peoples [SWC-19-MIN-0186 refers]. Specifically, Cabinet agreed that the overall purpose of the Strategy is to improve wellbeing outcomes for Pacific peoples by strengthening strategic leadership, policies, and programmes across government to ensure that investment is responsive to the needs and aspirations of Pacific peoples.
- 10 Three focus areas were agreed to be developed in collaboration with relevant agencies to lift wellbeing outcomes for Pacific peoples by:
  - 10.1 Establishing and formalising the Lalanga Fou Deputy Chief Executives Governance Group (LF DCEs) to provide strategic direction and commitment to progress the Strategy and priorities.
  - 10.2 Monitoring and improving the impact of agencies' Pacific programmes and projects through the co-design of a Pacific Wellbeing Outcomes Framework that includes a set of Pacific Wellbeing indicators and benchmarking measures.
  - 10.3 Building Pacific cultural competency and engagement approaches across government to strengthen the way officials and agencies respond to the needs of Pacific communities through extending the use of the Kapasa and Yavu training tools.

*Progressing the aspirations of Pacific Aotearoa Lalanga Fou*

- 11 As I outlined in November 2019, the Ministry completed extensive talanoa with Pacific communities across New Zealand in 2018 which culminated in the establishment of a refreshed vision statement and a set of four goals for Pacific peoples. This is captured in the Lalanga Fou report that was launched on 13 November 2018.
- 12 Lalanga Fou is the voice of Pacific communities, and it is this voice that drives my priorities for the Pacific Peoples' portfolio. My expectation is that the Strategy will progress the aspirations of the four Lalanga Fou goals and will lay enduring foundations for Pacific communities to determine their own wellbeing outcomes with Government contributing to them through our investment into policies and initiatives. I regularly test these goals in my community engagements across New Zealand.
- 13 To progress the wellbeing of Pacific peoples, I propose that the four goals of Lalanga Fou guide and direct all joined up government investment that is determined by Pacific communities for Pacific communities. These goals will be the basis for enduring partnerships:
  - 13.1 Goal 1: Thriving Pacific Languages, Cultures, and Identity
  - 13.2 Goal 2: Prosperous Pacific Communities
  - 13.3 Goal 3: Resilient and Healthy Pacific Communities
  - 13.4 Goal 4: Confident, Thriving and Resilient Pacific Young People.

*Working in partnership with Pacific peoples and communities*

- 14 A key indicator of success for the Strategy, and any of its associated actions, is that it honours the aspirations of Pacific communities. The development of the Strategy recognises the importance of partnership with Pacific peoples as owners of their wellbeing and cultures and that Pacific communities are actively supported to make decisions in the design and delivery of services that affect their lives.
- 15 I have developed this strategic all-of-government approach to Pacific wellbeing to meet the expectation of Pacific communities for genuine collective action and community leadership. It intentionally and unapologetically has Pacific values and principles as the foundations of the Strategy.
- 16 The Strategy's primary objective is to coordinate and join up existing individual agency level efforts so that they are more visible (to measure), deliberate (by collective design), and impactful (as determined by Pacific peoples themselves). This is integral to achieving equitable wellbeing outcomes for Pacific communities over COVID-19 response and recovery phases.

## Progress on the Strategy

*We made a good start developing the Strategy before COVID-19*

- 17 Following Cabinet’s agreement to develop the Strategy in 2019, the Ministry progressed work on the three focus areas in the third quarter of the 2019/2020 financial year. This activity occurred prior to the Government declaring a state of national emergency and resultant lockdowns to curtail the spread of the COVID-19 pandemic.<sup>3</sup>
- 18 The Ministry established the Lalanga Fou (LF) DCEs group and agreed its Terms of Reference, developed a tentative joint work programme which included co-designing indicators for the Pacific Wellbeing Outcomes Framework, and progressed the enhanced delivery of Kapasa and Yavu training tools across the public sector.

- 19 Over this time, the Ministry received further investment into priority Pacific initiatives, in particular Pacific languages and the Tupu Aotearoa programme.<sup>4</sup>

20 Section 9(2)(f)(iv)

- 21 COVID-19 highlighted persistent inequities for Pacific peoples and reinforced the need for the Strategy. Pacific peoples in Aotearoa are a youthful, diverse, culturally rich and growing population but they continue to face stark inequities and unmet needs across multiple domains including health, education, income, housing, child poverty and employment as outlined in **Appendix 3**.

*During the COVID-19 response and recovery, we pivoted to focus on strategic governance*

- 22 COVID-19 led to all-of-government work pivoting to collectively support our national COVID-19 response and recovery. I agreed that the Ministry hold off on developing the Strategy so that we could provide Pacific communities with the necessary and urgent support required to manage the health response and flow-on economic, social, and cultural recovery. Information and intelligence collected during that period also provided insight into Pacific wellbeing.
- 23 As part of the COVID-19 response, the LF DCEs membership tightened to include agencies that received Budget 2020 investment in Pacific communities to support the COVID-19 response and recovery. The more tightly focused core function of the LF DCEs of collaboration and a coordinated response to Pacific investment and wellbeing resulted in successful budget bids across Government [paragraph 25 refers].

<sup>3</sup> Beehive (2020) *Prime Minister’s statement on State of National Emergency and Epidemic Notice*. Available at: Prime Minister’s statement on State of National Emergency and Epidemic Notice | Beehive.govt.nz. (Accessed: 22 July 2021).

<sup>4</sup> Beehive (2019) *Supporting Māori and Pasifika aspirations*. Available at: Supporting Māori and Pasifika aspirations | Beehive.govt.nz (Accessed: 22 July 2021).

- 24 I also established a Pacific Ministerial Grouping in March 2020, now known as the Pacific Wellbeing Ministers Working Group (PWMWG). The group provided strategic oversight to the LF DCEs and the COVID-19 response and recovery efforts for Pacific communities. At the time this included the Ministers for/of Social Development, Disability Issues, Community and Voluntary Sector, Immigration, (Associate) Education and (Associate) Health. The PWMWG formally convened several times over the past 12 months.
- 25 I believe that the LF DCEs and PWMWG provided an essential leadership and collaborative decision-making platform that enabled appropriately tailored COVID-19 responses from both Government and Pacific communities. I have asked officials to explore options to formalise and embed this structure possibly using the interdepartmental and organisational forms available under the Public Service Act 2020. Key examples of successful collaboration include a \$195 million Pacific package through Budget 2020<sup>5</sup>, as well as investment in the health<sup>6,7</sup> and social<sup>8</sup> sectors:
- 25.1 A Pasifika Festivals Initiative (\$12 million)
  - 25.2 Toloa STEM (\$4.9 million)
  - 25.3 Expansion of Tupu Aotearoa (\$13.9 million)
  - 25.4 Developing Pacific community content (\$1.7 million)
  - 25.5 Pacific Aotearoa Community COVID-19 Recovery Fund (\$3 million)
  - 25.6 The Auckland Pacific Skills Shift (\$22.1 million)
  - 25.7 Pacific education initiatives (up to \$80.2 million)
  - 25.8 Improving housing for Pacific communities (up to \$41.3 million)
  - 25.9 COVID-19 Pacific Response Package (\$36.5 million)
  - 25.10 Community Capability and Resilience Fund (\$36 million).
- 26 Where community initiatives were not eligible for support from these new investments, the Ministry was able to ‘matchmake’ by connecting Pacific community groups with existing funding where they were eligible, for example with the Ministry of Social Development and the Department of Internal Affairs.

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<sup>5</sup> Ministry for Pacific Peoples (2020) *Supporting Pacific Peoples through a COVID-19 recovery plan*. Available at: Ministry for Pacific Peoples — Supporting Pacific Peoples through a COVID-19 recovery plan (mpp.govt.nz) (Accessed: 22 July 2021).

<sup>6</sup> Beehive (2020) *Government helps Pacific communities fight COVID*. Available at: Government helps Pacific communities fight COVID | Beehive.govt.nz (Accessed: 22 July 2021).

<sup>7</sup> Beehive (2020) *Extra Government support for Pacific communities at forefront of COVID-19 fight*. Available at: Extra Government support for Pacific communities at forefront of Covid-19 fight | Beehive.govt.nz (Accessed: 5 August 2021).

<sup>8</sup> Beehive (2020) *Locally-led solutions at centre of new community resilience fund*. Available at: Locally-led solutions at centre of new community resilience fund | Beehive.govt.nz (Accessed: 22 July 2021).

- 27 The Ministry also received investment through the COVID-19 Response and Recovery Fund. Integral to success for LF DCEs and PWMWG was engagement and partnership with Pacific leaders, communities, and non-government organisations so that there were direct lines of communication between decision-makers and those affected to deliver essential services to Pacific communities on the ground. This meant that there was a clear line of sight on the impact of investment in Pacific communities.
- 28 Messaging and insights through and from media communications were a consistent feature of the Ministry's work in 2020. The Ministry, in partnership with the Ministry of Health, produced and disseminated Pacific content on COVID-19 in nine Pacific languages so that Pacific communities were informed and updated during lockdowns and alert level changes. These efforts minimised harmful misinformation and ensured effective delivery on tracing and tracking. Alongside the PWMWG, the Ministry also collaborated with partner agencies to host several virtual fono to bring together the Pacific community both regionally and nation-wide.

### **Government continues to prioritise and invest in Pacific wellbeing**

- 29 COVID-19 proved the high levels of resilience and innovation within Pacific communities, particularly in their ability to lead and act collectively and deliver vital social and economic support during times of emergency and crisis.
- 30 Right now, the investment focus for the Ministry has shifted from buffering the immediate impacts of COVID-19 to identifying and embedding foundational investments that are critical to *long-term Pacific wellbeing*. This includes the Ministry's Tupu Aotearoa programme, economic development through the Pacific Business Trust and Pacific regional business networks, housing package and languages programmes, which have received funding through Budgets 2019 to 2021. A detailed Pacific Investment Story 2019-2022 is attached as **Appendix 4**.
- 31 The Government has strongly signalled its commitment to Pacific wellbeing as shown with the Budget 2021 Pacific package of \$108 million. This investment supports Pacific wellbeing by investing \$53.1 million of new funding over four years into initiatives that align to Lalanga Fou, including supporting Pacific people into earning and learning opportunities and helping Pacific businesses impacted by COVID-19.<sup>9</sup>
- 32 It is my intention to provide Cabinet with regular reporting on the impact of investment and the current picture of delivery in Pacific communities on a six-monthly basis.
- 33 I am also of the firm view that the LF DCEs provide formal oversight of any budget bids that seek investment into Pacific outcomes and that they report directly to PWMWG. Accordingly, I have asked officials to explore with Treasury

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<sup>9</sup> Beehive (2021) *Government supports Pacific people's wellbeing approach to strengthen recovery efforts*. Available at: [Government supports Pacific people's wellbeing approach to strengthen recovery efforts](https://www.beehive.govt.nz/government-supports-pacific-peoples-wellbeing-approach-to-strengthen-recovery-efforts) | [Beehive.govt.nz](https://www.beehive.govt.nz) (Accessed: 22 July 2021).

how this can happen. The LF DCEs are an accountability measure as well as a grouping that allows for better alignment and line of sight of budget investment for Pacific communities.

*Budget 2021 investment enables more tangible progress to be made on the Strategy*

34 The Budget 2021 Pacific package includes \$6.6 million over four years for the development of the Strategy. This funding provides resource for secretariat support for the LF DCEs, trainers to roll-out the enhanced delivery of the Kapasa and Yavu Pacific capability tools, and capacity to further develop the Pacific Wellbeing Outcomes Framework.

35 Section 9(2)(f)(iv)

36 Table One below covers actions and next steps for the Strategy’s development.

**Table One: Actions and next steps in 2021 for developing the All-of-Government Pacific Wellbeing Strategy**

Focus Areas and Actions in 2021	Next steps for 2021/22	Date
<b>Partnership and Governance</b> <ul style="list-style-type: none"> <li>LF DCEs fortnightly meetings established to advance Strategy development.</li> <li>Section 9(2)(f)(iv)</li> </ul>	<ul style="list-style-type: none"> <li>LF DCEs to report to the PWMWG.</li> <li>Finalise refreshed Terms of Reference for LF DCEs.</li> <li>Section 9(2)(f)(iv)</li> </ul>	August 2021 September 2021  Section 9(2)(f)(iv)
<b>Performance and Improvement</b> <ul style="list-style-type: none"> <li>Commenced Pacific Wellbeing Talanoa series to validate the Pacific values.</li> <li>Developed an All-of-Government Pacific Wellbeing Outcomes Framework.</li> </ul>	<ul style="list-style-type: none"> <li>Scope Pacific-centric wellbeing indicators based on co-design work.</li> <li>Co-design enhanced measures and indicators that guide agency activities.</li> <li>Continue engagement with communities in the design of feedback infrastructure.</li> <li>Consolidate agency investment data.</li> <li>Identify long-term strategic investment options.</li> </ul>	2021/22 FY
<b>Capability</b> <ul style="list-style-type: none"> <li>Section 9(2)(f)(iv)</li> </ul>	<ul style="list-style-type: none"> <li>Section 9(2)(f)(iv)</li> </ul>	Section 9(2)(f)(iv)

37 Section 9(2)(f)(iv)

- 37.3 Agencies will work with the Ministry to co-design shared reporting on Pacific wellbeing indicators and measures.

*Other Ministry-led initiatives contributing to Pacific wellbeing outcomes in 2021*

- 38 As well as the actions and next steps in Table One, the Ministry is progressing the following priority initiatives to complement the Strategy and contribute to the wellbeing of Pacific peoples in Aotearoa:
- 38.1 **Improving Housing for Pacific Families and Communities Initiative** (aligns to Lalanga Fou Goal 2) – creating a pathway towards home ownership and providing opportunities for owning affordable, quality and fit-for-purpose homes.
- 38.2 **Pacific Languages Strategy** (aligns to Lalanga Fou Goal 1) – establishing a strategic approach to coordinate language revitalisation and retention efforts for Pacific languages in New Zealand.
- 38.3 **Pacific Employment Action Plan** (aligns to Lalanga Fou Goals 2 and 4) – (one of several population-focused action plans within the All-of-Government Employment Strategy) improving the quality of Pacific participation in the labour market and promoting intergenerational shifts in the equity and inclusiveness of the labour market for Pacific peoples as well as contributing to New Zealand’s long-term productivity.

**I seek approval to the foundations for the Strategy to progress the aspirations of Lalanga Fou**

- 39 In addition to the progress outlined above, I am seeking approval for the following that form the foundations of the Strategy so that we progress the aspirations of Lalanga Fou:
- 39.1 An *inclusive* definition of Pacific wellbeing to ground the Strategy.
- 39.2 Pacific wellbeing values, which are our anchor.
- 39.3 Principles to underpin the Strategy.
- 40 I believe that these foundations are necessary in the context we are operating in since the emergence of COVID-19 and recent work the Ministry has completed on the Strategy. These foundations are outlined below and sit alongside the three focus areas for the Strategy [Appendix 1 refers]. Combined, the foundations will ground the Strategy across government driven by the collective efforts of LF DCEs and PWMWG.

*An inclusive definition of Pacific wellbeing to ground the Strategy*

- 41 For the Strategy to be most effective, it must have a Pacific lens applied to it and therefore it must progress towards a vision of wellbeing that is grounded in Pacific values, principles, and worldviews. To acknowledge the complexity and diversity within Pacific Aotearoa, we must ensure that outcomes are equitable

and enduring, and inclusive and responsive to diverse Pacific communities across physical, spiritual, cultural and environmental dimensions.

- 42 A significant body of knowledge informs our current understanding of Pacific wellbeing and I am mindful that no single static definition of wellbeing could possibly represent the complexity and diversity within Pacific Aotearoa. Sixty per cent of Pacific peoples were born in Aotearoa and since the 2006 census, 34.3 per cent of Pacific peoples on average identify with two or more ethnicities.<sup>10</sup>

*Pacific values are our anchor to wellbeing*

- 43 The Ministry tested a baseline set of Pacific values that were endorsed at the first Pacific Wellbeing Talanoa in May 2021. The Ministry has since added an additional value and will test this with Pacific communities at the next Pacific Wellbeing Talanoa. These values reflect the holistic and multi-dimensional nature of Pacific indigenous worldviews of wellbeing for Pacific peoples.
- 44 Table Two below outlines the Pacific values and definitions. Aligning with the categorisation of constitutional status, language vitality and demographic size used in the Pacific Languages Strategy 2021-2031, this articulation reinforces the urgent language revitalisation areas of Te Gagana Tokelau, Vagahau Niue, and Te Reo Māori Kuki 'Āirani. The Ministry has also added the Samoan and Tongan translations.

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<sup>10</sup> The Ministry for Pacific Peoples, *Pacific Aotearoa - Lalanga Fou*, 2018, p. 5; Ministry for Pacific Peoples, *Pacific Peoples in Aotearoa Status Report: A Snapshot*, 2021, Chapter 1.

**Table Two: Pacific values for the All-of-Government Pacific Wellbeing Strategy**

Pacific Values <sup>11</sup>	Definition
<b>Aro'a - Love (Cook Islands Māori)</b> Alofa (Samoa) 'Ofa (Tonga)	Sense of responsibility and duty to others, it encompasses compassion and kindness. Includes love of self, self within the context of family and community, love of others, love of environment, love of cultural practices and artefacts as well as love of position.
<b>Fakalilifu – Respect (Niue)</b> Fa'aaloalo (Samoa) Faka'apa'apa (Tonga)	Appreciate and honour self, others. Respect shapes how we treat others and also the way we view situations. Respectful relationships reflect how every Pacific person irrespective of age, gender, sexuality, spiritual beliefs or family status, feels safe and protected.
<b>Piri'anga – Collectivism (Cook Islands Māori)</b> Vā feāloaloa'i (Samoa) Tauhi Vā (Tonga)	Individual members share mutual interests and goals, and who recognise that consciously working together co-operatively benefits those individuals. The strength of the collective lies in the diversity of skills, knowledge, experience and capabilities of its members.
<b>Tāpuakiga - Spirituality (Tokelau)</b> Tapua'iga (Samoa) Tapu (Tonga)	A core component of a person's wellbeing. Spirituality together with the physical, environment and mind provides the life balance for wellbeing. Connects to past, present and future which centres them within their genealogy and the cosmos.
<b>Magafaoa - Family (Niue)</b> Aīga (Samoa) Kāinga (Tonga)	Identity and sense of belonging of the individual, family members and the community. Every person belongs to a family, aiga and kaiga – an individual can belong to several family groups concurrently. A kaiga is both kin based or constructed to fulfil the role of kaiga.
<b>Ola fetufaaki – Reciprocity (Tokelau)</b> Felagolagoma'i (Samoa) Fetauhi'aki (Tonga)	Maintaining balance between peoples and the environment. An act of kindness, love and support must be reciprocated. Key points: time between giving and response; what to give (initial giving and/or the response) and how the giving or response is performed.
Soalaupule – Consensus (Samoa)	The traditional Samoan inclusive decision-making process. Everyone who ought to be consulted is consulted and the decision is based on the consensus of all.

- 45 Pacific values anchor the Strategy so that, when the values are embedded in systems, the systems themselves change in their response. We will know that we have achieved system-level change when Pacific peoples are heard, and see themselves, their cultures and identities reflected across all system responses.

*Principles to underpin the Strategy*

- 46 The following principles will guide the work of Government. These principles have been developed by bringing together community input from Lalanga Fou and what we have learnt in responding to COVID-19:
- 46.1 Embed Pacific values in every aspect of Government.
  - 46.2 Ensure Pacific communities determine ownership of their wellbeing.

<sup>11</sup> Mitaera, J. (2019) *Pacific Cultural Values*.

- 46.3 Enable Pacific peoples to lead decisions that affect Pacific lives.
- 46.4 Attend to Pacific needs and aspirations across all domains of wellbeing.
- 46.5 Build effective relationships through partnership with Pacific communities.
- 46.6 Pacific peoples are connected by whakapapa with Tangata Whenua.
- 46.7 Explicit opportunities to achieve equity for all Pacific peoples.
- 46.8 Commitment to effective practices and behaviour informed by Pacific values.

### Next steps

- 47 The implementation of the Strategy will include a set of tangible actions for each focus area to achieve the desired system shifts [Appendix 2 refers]. These shifts align with, and complement, other Pacific specific strategies and action plans across government and will be reviewed regularly against the changing needs and aspirations of Pacific communities. The shifts seek to respond to system issues raised by Pacific peoples that are seen by them to inhibit improving wellbeing outcomes.

- 48 Section 9(2)(f)(iv)

### Implementation

- 49 Section 9(2)(f)(iv)

### Financial Implications

- 50 I will progress the All-of-Government Pacific Wellbeing Strategy through funding from baseline as well as Budget 21. Section 9(2)(f)(iv)

### Legislative Implications

- 51 There are no legislative implications arising from this paper.

### Impact Analysis

#### Regulatory Impact Statement

- 52 There are no regulatory proposals arising from this paper.

### Climate Implications of Policy Assessment

53 There are no climate implications arising from this paper.

### Population Implications

54 The Strategy will contribute to improving outcomes for all Pacific peoples as outlined in the All-of-Government Pacific Wellbeing Outcomes Framework [Appendix 2 refers].

### Human Rights

55 The paper is consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

### Consultation

56 The following agencies were consulted on this paper: Ministries for/of Business, Innovation and Employment, Culture and Heritage, Education, Foreign Affairs and Trade, Health, Housing and Urban Development, Social Development, Women, Education Review Office, Departments of Corrections, Internal Affairs, the Prime Minister and Cabinet, Kāinga Ora, Office for Disability Issues, Oranga Tamariki, Police, Public Service Commission, Statistics New Zealand, Tertiary Education Commission, Te Puni Kōkiri and Treasury.

57 I will continue with further engagements with Pacific communities and non-governmental organisations through the Pacific Wellbeing Talanoa series and through targeted consultation.

### Communications

58 Section 9(2)(f)(iv)

### Proactive Release

59 I intend to proactively release this paper within 30 working days.

### Recommendations

60 I recommend that the Committee:

1 Section 9(2)(f)(iv)

2 **Note** that the All-of-Government Pacific Wellbeing Strategy will support government to ensure that investment to lift outcomes for Pacific peoples has maximum impact, accelerates the recovery from COVID-19, and lays enduring foundations for the future.

- 3 **Approve** the rescoped suite of focus areas and the Pacific wellbeing values and principles that form the foundations of the All-of-Government Pacific Wellbeing Strategy:
- a. Partnership and Governance
  - b. Capability
  - c. Performance and Improvement
  - d. Pacific values
  - e. Principles.

4 Section 9(2)(f)(iv)

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6 **Note** that the Ministry for Pacific Peoples has started work on an All-of-Government Pacific Wellbeing Outcomes Framework to co-design Pacific-specific wellbeing outcomes to progress the aspirations set out in Lalanga Fou.

7 **Agree** that the Ministry for Pacific Peoples will co-design with relevant agencies to establish shared reporting on Pacific-specific wellbeing indicators and measures.

8 **Note** that the Ministry for Pacific Peoples will implement the enhanced delivery of the Kapasa and Yavu Pacific cultural capability training programme.

9 Section 9(2)(f)(iv)

Authorised for lodgement

Hon Aupito William Sio

**Minister for Pacific Peoples**

**Appendices**

Appendix 1: Pacific Wellbeing Strategy Overview

Appendix 2: All-of-Government Pacific Wellbeing Outcomes Framework

Appendix 3: Why Pacific Wellbeing?

Appendix 4: Pacific Investment Story 2019-22

Proactive Release

# PACIFIC WELLBEING STRATEGY OVERVIEW

## PROACTIVE RELEASE

### PROGRESSING LALANGA FOU

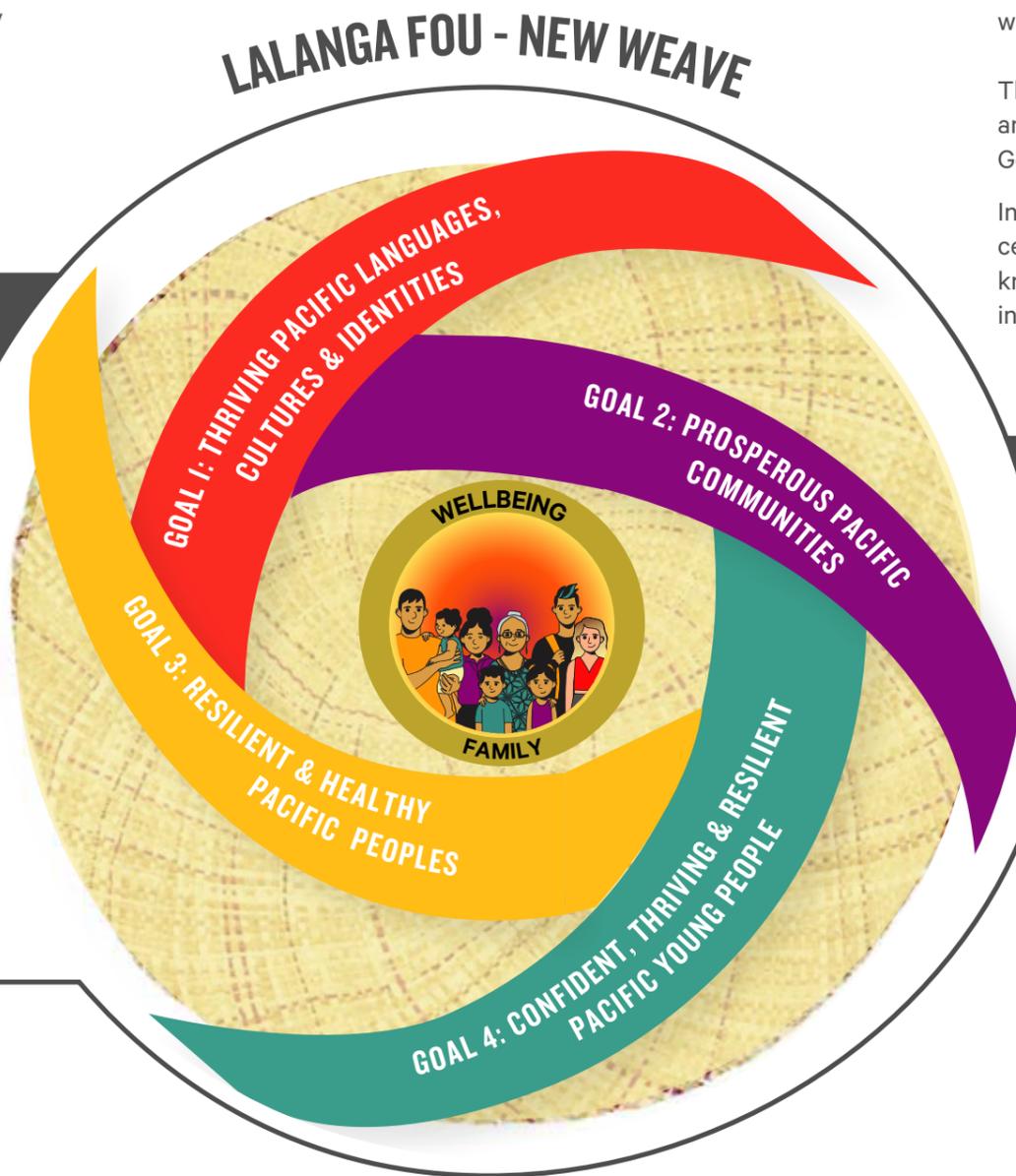
The Pacific Wellbeing Strategy progresses the aspirations of Pacific peoples and these are captured in the Lalanga Fou report. The report sets the shared vision and goals for Pacific peoples in Aotearoa. It reflects a year long talanoa process with approximately 2,500 Pacific people across Aotearoa, including those from community organisations, youth, Pacific disabled people, businesses, non-governmental organisations and churches. These conversations consistently highlighted the four goal areas as displayed here on the Lalanga Fou (new weave) visual

### WEAVING ALL OF GOVERNMENT

The Pacific Wellbeing Strategy weaves together and strengthens strategic leadership, advice, policies and programmes across all of Government so that we contribute to the aspirations of Pacific peoples.

The Strategy focus areas are: Partnership and Governance, Performance and Improvement, Capability. It also embeds Pacific values and principles into Government systems.

In Niue the circular lalanga shown here is a weave that relies on a tight, strong centre to be successful. This represents the success we seek for the Strategy knowing Pacific wellbeing is complex, requires bringing together many strands in a cohesive way, and relies on strong tight connections at its heart.



### PERFORMANCE AND IMPROVEMENT

Improved alignment and measurement of Pacific investment to drive enhanced delivery of Pacific wellbeing outcomes.

**All-of-Government Pacific Wellbeing Outcomes Framework**  
 The Outcomes Framework is a tool for Government to design, value and prioritise, measure, improve and be accountable for wellbeing outcomes for Pacific people.

### CAPABILITY

Enhanced individual and organisational Pacific cultural competency and community engagement.  
 Enhanced pathways for leadership and upskilling in All-of-Government and communities.

### PARTNERSHIP AND GOVERNANCE

Formalise and embed system leadership for joined up governance.

Establish and embed community owned advisory and governance structures for collective design and action through partnership.

### PRINCIPLES TO GUIDE GOVERNMENT

- Embed Pacific **values** in every aspect of Government
- Ensure Pacific communities determine **ownership** of their wellbeing
- Enable Pacific peoples to **lead** decisions that affect Pacific lives
- Attend to Pacific needs and **aspirations** across all domains of wellbeing
- Build effective **relationships** through partnership with Pacific communities
- Pacific peoples are **connected** by whakapapa with Tangata Whenua
- Explicit opportunities to achieve **equity** for all Pacific peoples
- Commitment to effective **practices and behaviour** informed by Pacific values

### PACIFIC VALUES ARE OUR ANCHOR

**Aro'a**  
Love

Cook Islands Māori

**Ola fetufaaki**  
Reciprocity

Tokelau

**Magafaoa**  
Family

Niue

**Soalaupule**  
Consensus

Sāmoa

**Piri'anga**  
Collectivism

Cook Islands Māori

**Tāpuakiga**  
Spirituality

Tokelau

**Fakalilifu**  
Respect

Niue

The Cook Islands Māori, Tokelau and Niue languages are prioritised here as part of the approach to the urgent revitalisation of our three most vulnerable Pacific languages.

# ALL-OF-GOVERNMENT PACIFIC WELLBEING OUTCOMES FRAMEWORK

## PROACTIVE RELEASE



**COMMUNITY PARTNERSHIPS**

- Formalise and embed Pacific community advisory structure
- Multiple avenues for diverse Pacific voices to be heard
- Joined-up governance for better and integrated decision-making
- Pacific values-based governance, design and implementation

**STRATEGIC SYSTEM LEADERSHIP**

- Embed government leadership and secretariat function
- Co-design community funding approaches and infrastructure
- Confront and address systemic racism and discrimination



**PACIFIC WELLBEING OUTCOMES MEASUREMENT AND IMPACT**

- Pacific Wellbeing Outcomes Framework developed with Pacific communities
- Outcomes framework defines Pacific wellbeing and aligns all government initiatives
- Outcomes framework socialised and operationalised across government
- Meaningful measures and indicators identified for the outcomes framework

**JOINED UP COLLECTIVE ACTION AND INVESTMENT**

- Funding driven by the outcomes framework, measurement and feedback
- Cross-agency and Pacific evidence collected and used for improvement
- Data and measurement that captures all Pacific ethnicities, identities and cultures
- Performance and information shared with all of Pacific Aotearoa
- Principles and guidance enable Pacific centric design and delivery



**SKILLED PACIFIC WORKFORCE AND LEADERSHIP PATHWAYS**

- Public Sector Pacific workforce strategy in place
- Highly-skilled Pacific workforce across the Public Sector
- Enhanced leadership pathways for Pacific workforce
- Pacific cultural capacity and competency across the Public Sector
- Increase the capability of providers for Pacific wellbeing

**PACIFIC CULTURAL COMPETENCY IN THE PUBLIC SECTOR**

- Funding and resourcing facilitate community capability
- Enhanced tools (Kapasa and Yavu)

**COLLECTIVE WORK PROGRAMMES**

- ALL PACIFIC IDENTITIES UNDERSTOOD
- DIVERSITY ACCEPTED AND CELEBRATED
- MORE PACIFIC PEOPLES SPEAK THEIR LANGUAGES
- PACIFIC LANGUAGES AND CULTURES ARE VALUED AND ACCESSIBLE
- MORE PACIFIC PEOPLES PARTICIPATE IN THEIR CULTURAL ACTIVITIES
- CONTRIBUTION OF PACIFIC PEOPLES TO AOTEAROA VALUED
- AFFORDABLE AND SUITABLE HOUSING
- LABOUR MARKET PARTICIPATION AND WEALTH CREATION
- IMPROVED PATHWAYS TO RESIDENCE
- PACIFIC CENTRIC DESIGN AND DELIVERY
- INTEGRATED PREVENTION
- IMPROVED HEALTH
- IMPROVED MENTAL HEALTH AND WELLBEING
- DISABLED PEOPLE SUPPORTED
- PACIFIC YOUTH SUPPORTED AND CONFIDENT
- CONTRIBUTION OF PACIFIC YOUTH TO AOTEAROA VALUED
- IMPROVED EDUCATION AND EMPLOYMENT PATHWAYS
- IMPROVED YOUTH MENTAL HEALTH AND WELLBEING

**GOAL 1: THRIVING PACIFIC LANGUAGES, CULTURES & IDENTITIES**

**GOAL 2: PROSPEROUS PACIFIC COMMUNITIES**

**GOAL 3: RESILIENT & HEALTHY PACIFIC PEOPLES**

**GOAL 4: CONFIDENT, THRIVING & RESILIENT PACIFIC YOUNG PEOPLE**

**WE ARE CONFIDENT IN OUR ENDEAVOURS, WE ARE THRIVING, RESILIENT AND PROSPEROUS PACIFIC AOTEAROA**

**PACIFIC VALUES ARE OUR ANCHOR**

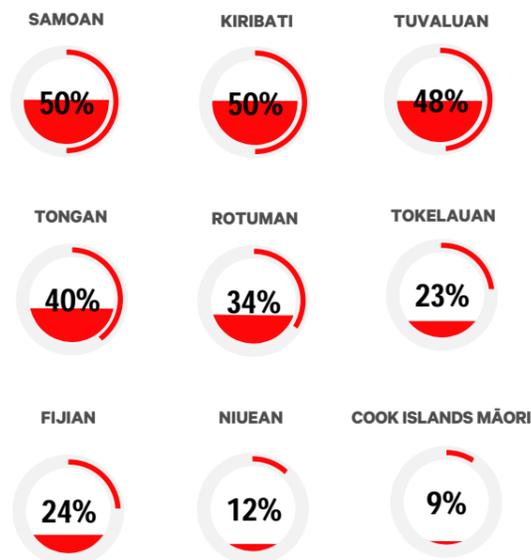
\* Developed using Dr Paul Duignan's Visual planning for Government methodology. Working draft based on Pacific Aotearoa Lalanga Fou. Departmental Pacific strategies and the Living Standards Framework will be overlaid, and a co-design process will be undertaken in establishing key performance indicators.

## GOAL 1: THRIVING PACIFIC LANGUAGES, CULTURES & IDENTITIES



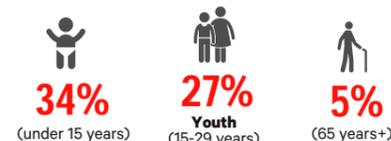
### THE LANGUAGES WE SPEAK

Percentage of Pacific language speakers and users



### POPULATION PROFILE

Pacific Aotearoa are youthful and diverse. Many Pacific people identify with both ancestral and Aotearoa contemporary values and principles



Ethnic Group	Number	%
Samoan	182,721	47.8
Tongan	82,389	21.6
Cook Islands Māori	80,532	21.1
Niuean	30,867	8.1
Fijian	19,722	5.2
Tokelauan	8,676	2.3
Tuvalu	4,653	1.2
Kiribati	3,225	0.8
Rotuman	981	0.3

(Stats NZ 2018 Census)

## GOAL 2: PROSPEROUS PACIFIC COMMUNITIES



### EMPLOYMENT

#### 158,900 Pacific people are employed

Overall, there are about 158,900 Pacific people employed, contributing 6 percent of the 2.5 million people employed in New Zealand in the 2018 census.

(Working-age population, 15 years and above) (Ministry of Business, Innovation & Employment A3)

### UNEMPLOYMENT



#### The annual unemployment rate for Pacific people is twice as large as overall NZ unemployment rate

(Working-age population, 15 years and above) (Stats NZ, Household Labour Force Survey, Dec 2020)

### ECONOMIC PROSPERITY

Pacific people contribute **\$8 billion** to the New Zealand GDP.

Pacific women are largely employed in healthcare, education & training, and manufacturing.

**Median income** for Pacific people is **\$24,300** with 5.3% of Pacific people earning \$70,000 to \$100,000

The biggest gender and ethnic pay gap in NZ is between European men and Pacific women at 27%, and Pacific men at 22%. It will take around 120 and 100 years respectively to reach pay equity.

The gap in average hourly earnings between Pacific and NZ European is \$7.48 or 23%

Pacific people are more likely than other ethnic groups to live in neighbourhoods of 'high deprivation'

Twenty-four percent of Pacific people (compared with 8.5 percent of Europeans) report not having enough money to meet their everyday needs

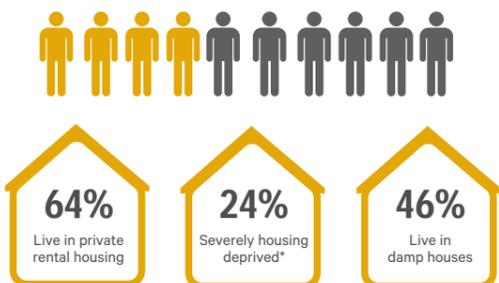
## GOAL 3: RESILIENT AND HEALTHY PACIFIC PEOPLES



### HOUSING — HOMES ARE KEY TO HEALTH

Around 4 in 10 Pacific people, compared to around 1 in 9 for the general population, live in crowded homes in New Zealand and the rate is highest for people of Tuvalu or Tongan ethnicity. Pacific people are more likely than other ethnic groups to live in damp homes, with 46 percent of Pacific people living in damp houses at the time of the 2018 Census, compared with just 24 percent for New Zealand overall.

4 in 10 Pacific people live in crowded homes



(Stats NZ, 2018 Census data)  
 \*Includes without shelter and in temporary or shared accommodation

**Diabetes**  
**3 x more likely**  
 Pacific adults are three times more likely to have diabetes

**Racism**  
 Self-reported experiences of racism, including by health professionals, is higher for Māori, Pacific peoples and Asian communities

**Dental Health**  
**2 x more likely**  
 Pacific adults are twice as likely to have teeth removed due to tooth decay or gum disease

**Smoking**  
**22.4%**  
 of Pacific adults are current smokers

**Psychological Distress**  
**9.7%**  
 of Pacific people experience psychological distress

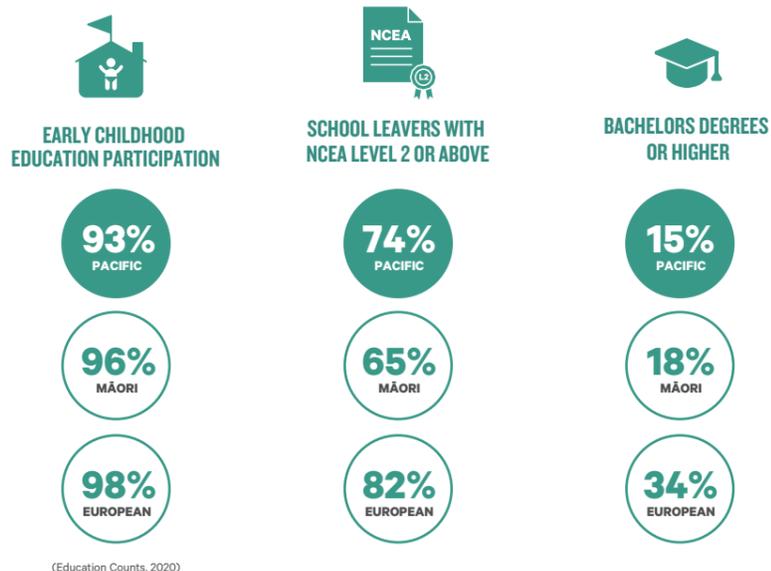
**Obesity**  
 Pacific adults **2.5 times** as likely to be obese and Pacific children **3.3 times** as likely to be obese than non-Pacific

(Ministry of Health, Key Indicators, 2019/20) (HDSR 2019).

## GOAL 4: CONFIDENT, THRIVING & RESILIENT PACIFIC YOUNG PEOPLE



### EDUCATION TO EMPLOYMENT PATHWAYS IS KEY



(Education Counts, 2020)

### 19% NEET\* rate

The NEET rate for young Pacific peoples\* is 19 percent and, generally, higher than the NEET rate for young people in New Zealand

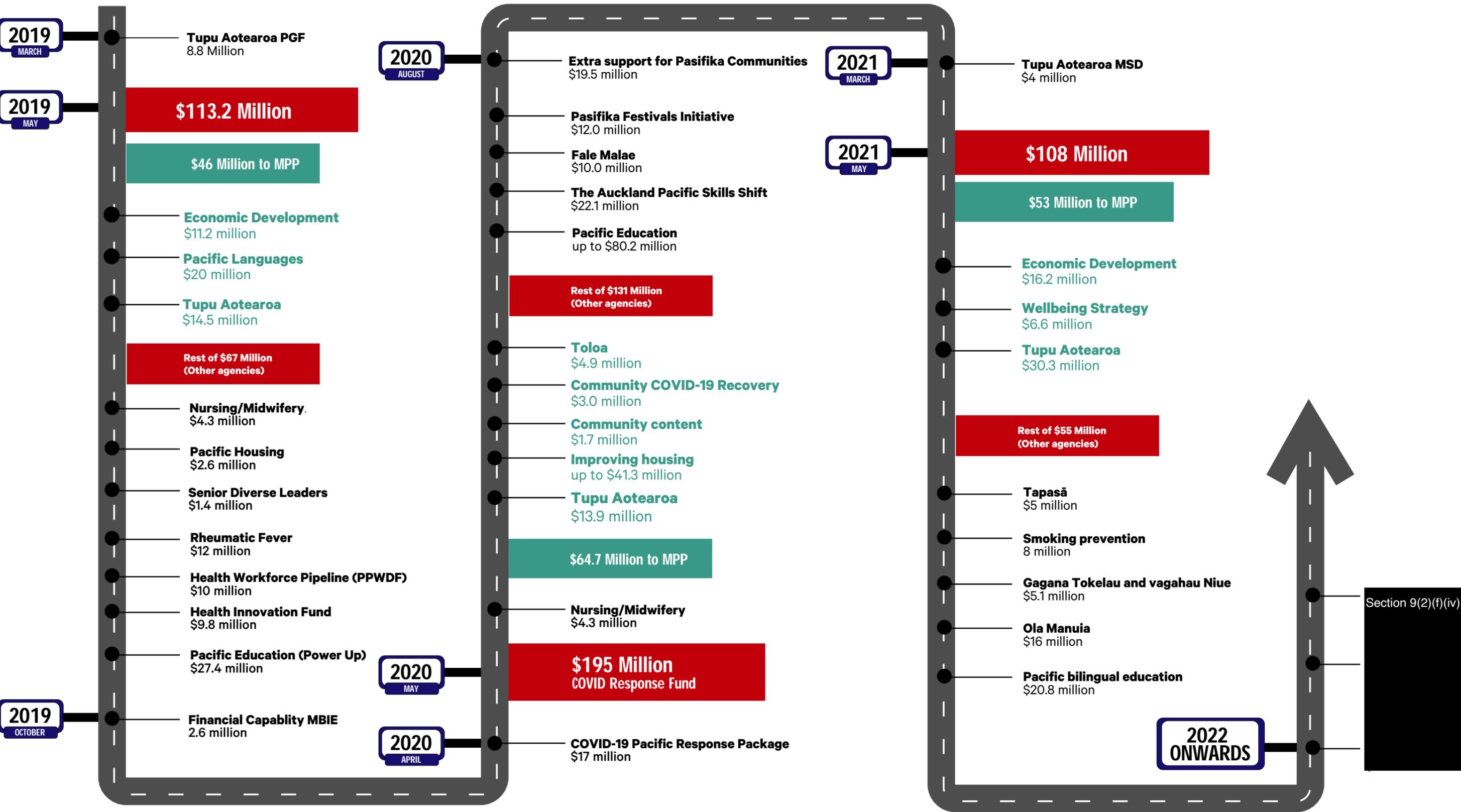
\*Not in Employment, Education or Training

**6% higher** than previous years

Over the last year, the NEET rate for young Pacific people has been about six percent higher than the overall rate for young people in New Zealand

\*Aged 15-24 years (Stats NZ, Household Labour Force Survey, December 2020)

## PROACTIVE RELEASE





# Cabinet Social Wellbeing Committee

## Minute of Decision

*This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.*

### All-of-Government Pacific Wellbeing Strategy: Update

Portfolio Pacific Peoples

On 22 September 2021, the Cabinet Social Wellbeing Committee (SWC):

#### Background

- 1 **noted** that:
  - 1.1 in November 2019, the Cabinet Social Wellbeing Committee (SWC) agreed to the development of an All-of-Government Pacific Wellbeing Strategy (the Strategy) and noted the establishment of the Lalanga Fou Deputy Chief Executives Governance Group to provide strategic oversight [SWC-19-MIN-0186];
  - 1.2 in Budget 2021, Cabinet agreed to \$6.6 million over four years for development of the Strategy, and creation of a Pacific Wellbeing Framework with both indicators and benchmarking measures [CAB-21-MIN-0116.22, Initiative 13290];
- 2 **noted** that COVID-19 disrupted progress on development of the Strategy as the Ministry for Pacific People's shifted focus onto immediate response and recovery efforts;
- 3 **noted** that the Strategy will support government to ensure that investment to lift outcomes for Pacific peoples has maximum impact, accelerates the recovery from COVID-19, and lays enduring foundations for the future;

#### Re-scoped Strategy

- 4 **approved** the following re-scoped suite of focus areas and the Pacific wellbeing values and principles, which form the foundations of the All-of-Government Pacific Wellbeing Strategy:

- 4.1 partnership and governance;
- 4.2 capability;
- 4.3 performance and improvement;
- 4.4 Pacific values;
- 4.5 principles;

### Next steps

5

Section 9(2)(f)(iv)

6

7

**noted** that the Ministry for Pacific Peoples has started work on an All-of-Government Pacific Wellbeing Outcomes Framework to co-design Pacific-specific wellbeing outcomes to progress the aspirations set out in Lalanga Fou;

8

**agreed** that the Ministry for Pacific Peoples will co-design with relevant agencies to establish shared reporting on Pacific-specific wellbeing indicators and measures;

9

**noted** that the Ministry for Pacific Peoples will implement the enhanced delivery of the Kapasa and Yavu Pacific cultural capability training programme;

10

Section 9(2)(f)(iv)

11

Rachel Clarke  
Committee Secretary

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**IN CONFIDENCE**

**Present:**

Rt Hon Jacinda Ardern  
Hon Grant Robertson  
Hon Kelvin Davis  
Hon Dr Megan Woods  
Hon Carmel Sepuloni (Chair)  
Hon Andrew Little  
Hon Nanaia Mahuta  
Hon Kris Faafoi  
Hon Peeni Henare  
Hon Willie Jackson  
Hon Jan Tinetti  
Hon Dr Ayesha Verrall  
Hon Aupito Williams Sio  
Hon Meka Whaitiri  
Hon Priyanca Radhakrishnan

**Officials present from:**

Office of the Prime Minister  
Office of the SWC Chair  
Officials Committee for SWC

Proactive Release



# Cabinet

## Minute of Decision

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### Report of the Cabinet Social Wellbeing Committee: Period Ended 24 September 2021

On 27 September 2021, Cabinet made the following decisions on the work of the Cabinet Social Wellbeing Committee for the period ended 24 September 2021:

Section 9(2)(f)(iv)

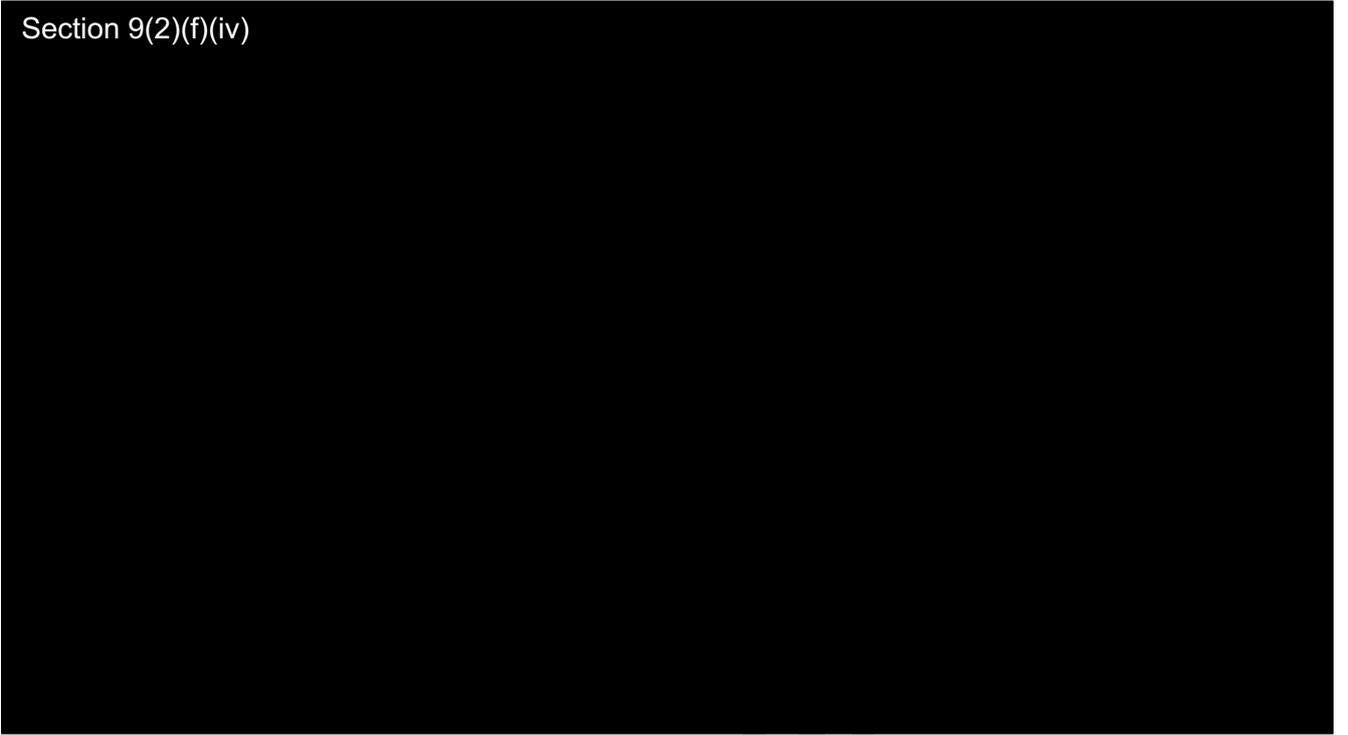
SWC-21-MIN-0130

**All-of-Government Pacific Wellbeing Strategy: Update**  
Portfolio: Pacific Peoples

CONFIRMED

Section 9(2)(f)(iv)

Section 9(2)(f)(iv)



Michael Webster  
Secretary of the Cabinet

Proactive Release