

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

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**Hon Aupito William Sio**

Minister for Pacific Peoples

**Date of issue: 16 September 2022**

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: Report Back [SWC-22-SUB-0051]</b> <i>Cabinet paper</i> Office of the Minister for Pacific Peoples	Some information withheld.
2	<b>All-of-Government Pacific Wellbeing Strategy: Report Back [SWC-22-MIN-0051]</b> <i>Cabinet Social Wellbeing Committee minute</i> Cabinet Office	Some information withheld.
3	<b>All-of-Government Pacific Wellbeing Strategy: Report Back [CAB-22-MIN-0104]</b> <i>Cabinet minute</i> Cabinet Office	Some information withheld.

## IN CONFIDENCE

**[IN CONFIDENCE]**

Office of the Minister for Pacific Peoples

Cabinet Social Wellbeing Committee

**Report back on the All-of-Government Pacific Wellbeing Strategy****Proposal**

- 1 This paper provides a report back on the All-of-Government Pacific Wellbeing Strategy led by the Ministry for Pacific Peoples. This paper also seeks approval of the completed Pacific Wellbeing Strategy and next phase of implementation.

**Relationship to government priorities**

- 2 Improving wellbeing outcomes continues to be a priority for the Government. The All-of-Government Pacific Wellbeing 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. The Strategy is designed to contribute to improving outcomes for Pacific communities in the long-term, and to accelerating Pacific people's recovery from COVID-19 by laying the foundations for the future [CAB-20-MIN-0525 refers].

**Executive Summary**

- 3 We need to establish new ways of working across government to answer the call to action from Pacific communities to achieve the Lalanga Fou vision of a thriving, confident, resilient, healthy, and prosperous Pacific Aotearoa. The All-of-Government Pacific Wellbeing Strategy (the 'Strategy') will establish how we respond to this call to improve outcomes for Pacific communities now, and well into the future.
- 4 Pacific communities want a pathway to wellbeing that learns from the past and builds on success for the future. We need to take meaningful steps towards equity with Pacific communities in ways that are grounded in their values. This values-based approach recognises Pacific communities as the owners of their cultures, identities, and languages and that they must lead in decisions that affect their lives (**Appendices 1 & 2** refers).
- 5 Government endorsed the development of this Strategy in November 2019 and September 2021. The Ministry for Pacific Peoples (the 'Ministry') has continued to work with agencies to progress Strategy development.

6 The Strategy was validated and strengthened by targeted community talanoa sessions in February 2022 where Pacific communities affirmed that the overall objective of the Strategy is to strengthen strategic leadership, advice, policies and programmes across All-of-Government. Pacific communities also affirmed that the Strategy's four focus areas are the right system levers for government to use as its contribution to Pacific wellbeing.

7 The Strategy's four system-lever focus areas are:

7.1 **Pacific Values and Principles:** form the foundations of the Strategy.

7.2 **Partnership and Governance:** to strengthen system leadership and establish genuine partnerships with Pacific communities to support Pacific wellbeing.

7.3 **Performance and Improvement:** to measure and monitor the impact of investment in Pacific communities through the All-of-Government Pacific Wellbeing Outcomes Framework that includes a set of Pacific wellbeing indicators and measures.

7.4 **Capability:** to build and strengthen cultural capability and engagement approaches across government.

8 The system-lever focus areas are designed to support Pacific communities to partner with Government effectively and realise the Lalanga Fou vision and goals. If we prioritise our efforts by the Strategy's four focus areas, we should better enable conditions for Pacific wellbeing to occur and, along with Government's system level outcomes for Pacific communities in education, health, employment and housing, achieve the Lalanga Fou vision and goals.

9 I am seeking approval of the completed Strategy s9(2)(f)(iv) [REDACTED]

## Background

10 In November 2019, Cabinet agreed that the Ministry lead the development of the All-of-Government Pacific Wellbeing Strategy as the mechanism for a new way of working across government to improve outcomes for Pacific peoples [SWC-19-MIN-0186 refers].<sup>2</sup>

<sup>1</sup> The Treasury (2020). *Living Standards Framework update*. Available at: [Living Standards Framework Dashboard update \(treasury.govt.nz\)](#) (Accessed: 18 March 2022).

<sup>2</sup> Pacific peoples' is a collective term used to describe the diverse cultures of people from Polynesian, Melanesian and Micronesian countries.

- 11 Government has strived to strike the right balance between progressing long-term work and responding to the ever-evolving COVID-19 context. Despite interruptions to Strategy development, the 2018 call to action from Pacific communities captured in the Pacific Aotearoa Lalanga Fou report (the ‘Lalanga Fou’) has *not* changed and has become more relevant and pressing.<sup>3</sup> This call to action grounds our collective efforts across government.
- 12 In September 2021, Cabinet agreed to four rescoped focus areas of this Strategy [SWC-21-MIN-0130 refers]. These focus areas respond to Pacific communities’ expectations and will support government priorities to lift living standards and the wellbeing and outcomes for Pacific peoples; to accelerate the recovery from COVID-19; and lay enduring foundations for the future.
- 13 I remain committed to strengthening a more coordinated and collaborative approach to Pacific wellbeing investment across portfolios that will improve wellbeing outcomes for Pacific communities by gaining a clear line of sight of Pacific investment and its impact in Pacific communities (**Appendix 3** refers).<sup>4</sup> We know that investment is critical for Pacific wellbeing, but so is effective coordination, monitoring, and reporting. Our shared commitment to Pacific wellbeing continues to be an urgent priority, acknowledging that there is still more we must do – especially in partnership *with* our Pacific communities.
- 14 s9(2)(f)(iv)

*Responding to Lalanga Fou – the call to action*

- 15 As I outlined in September 2021, the vision statement and four goals articulated in Lalanga Fou came from a series of talanoa throughout New Zealand in 2018. Lalanga Fou continues to drive my priorities for the Pacific Peoples’ portfolio and has provided a firm foundation for Strategy development.
- 16 The call to action is very clear in the Lalanga Fou vision statement: “*We are confident in our endeavours, we are a thriving, resilient and prosperous Pacific Aotearoa*”. The vision is further articulated in the four Lalanga Fou goals:
- 16.1 **Goal 1: Thriving Pacific languages, cultures and identities.**
- 16.2 **Goal 2: Prosperous Pacific communities.**
- 16.3 **Goal 3: Resilient and healthy Pacific peoples.**
- 16.4 **Goal 4: Confident, thriving and resilient Pacific young people.**

<sup>3</sup> Ministry for Pacific Peoples (2018). *Pacific Aotearoa Lalanga Fou Report*. Available at: [MPP9030 Pacific Aotearoa Report 2018\\_v5 digital.indd](#) (Accessed: 18 November 2021).

<sup>4</sup> Government has continued to support Pacific wellbeing through investment across portfolios as outlined in the Budget 2020 (\$195 million) and Budget 2021 (\$108 million) Pacific packages.

*Collective action across government and with Pacific communities*

17 I intend to progress the next phase of the Strategy through collective action and a commitment to work with Pacific communities. Throughout the COVID-19 pandemic there have been many examples of Pacific community-led innovative solutions, resilience, and leadership such as community-led vaccination drives and campaigns.

18 The success of initiatives for COVID-19 response and recovery have been underpinned by the principle of enabling Pacific communities to contribute to decisions that affect their lives. s9(2)(f)(iv)

[REDACTED]

19 The Strategy is an overarching framework that will weave and align All-of-Government activities, like the COVID-19 efforts stated above, towards the wellbeing outcomes defined by Pacific communities. The development and future implementation of the Strategy includes connecting, aligning, and reporting on existing and new work to identify impact and improvements that will lift the living standards and wellbeing of Pacific Aotearoa.<sup>6</sup> s9(2)(f)(iv)

[REDACTED]

20 Therefore, I am seeking Cabinet approval of the completed Strategy s9(2)(f)(iv)

[REDACTED]

**Report back on the Strategy**

21 In September 2021, Cabinet directed the Ministry to progress the following actions ahead of this report back:

21.1 s9(2)(f)(iv)

<sup>5</sup> As part of the COVID-19 response and recovery efforts, the Pacific General Assembly reached over 8,000 Pacific peoples.

<sup>6</sup> The Strategy has been developed by drawing connections and reflecting existing and new work such as the: Pacific Arts Strategy by Creative New Zealand; Action Plan for Pacific Education by Ministry of Education; Pacific Prosperity by Ministry of Social Development; Pacific Responsiveness Strategy by Pharmac as well as other critical work such as the Child, Youth and Wellbeing Strategy by the Department of the Prime Minister and Cabinet and the National Strategy to Eliminate Family Violence and Sexual Violence by the Joint Venture Business Unit.

21.2 s9(2)(f)(iv) [REDACTED] Lalanga  
Fou agencies (**Appendix 4** refers).<sup>7</sup> s9(2)(f)(iv) [REDACTED]  
[REDACTED]  
[REDACTED]

21.3 The Ministry also refreshed and launched the *Kapasa Pacific policy analysis* tool in December 2021 with the support of the Department of the Prime Minister and Cabinet.

21.4 In addition, Cabinet approved a values-based approach through Pacific values and principles as the foundations for the Strategy (**Appendix 5** refers).

*The Strategy has been strengthened through targeted community engagements*

22 Following Cabinet agreement, the Ministry recently carried out targeted community engagements with Pacific youth (youth leaders, school leavers/graduates and college students); Pacific parents and working community; Pacific disabled people; Pacific MVPFAFF+<sup>8</sup>/LGBTQIA+ community; Pacific community and faith leaders; and community providers.

***"E fofo e le alamea le alamea – the solutions lie within our communities"***  
*– Working Community Talanoa*

23 Feedback from targeted engagements has helped to test the approach to developing this Strategy. What is clear, but not surprising, is that Pacific communities want to be involved in the work and lead in decisions that affect their lives. This echoes the calls we heard very clearly in developing the original Lalanga Fou vision document. This was most strongly heard in feedback on partnership and governance. Communities shared their expectations that the Strategy:

23.1 **Represents** and includes the diversity and intersectionality *across* and *within* Pacific communities.

23.2 **Connects to grassroots/** taro roots/ talo roots/ maniota roots/ manioke roots, ethnic-specific and regional communities and networks to understand their specific needs, and to be mindful of the flaws in a 'one size fits all' approach.

23.3 **Influences behaviour change** across government systems through Pacific leadership and visibility – with a conscious focus on Pacific young people to be part of the work and nurture a future generation of leaders.

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<sup>7</sup> Ministries for/of Pacific Peoples; Business, Innovation and Employment; Culture and Heritage; Education; Health; Housing and Urban Development; Social Development; Kāinga Ora; Oranga Tamariki and the Treasury.

<sup>8</sup> MVPFAFF+ is an acronym to describe Pacific identities; Mahu (Hawai'i and Tahiti), Vaka sa lewa lewa (Fiji), Palopa (Papua New Guinea) Fa'afafine (Samoa) Akava'ine (Rarotonga), Fakaleiti (Tonga), Fakafifine (Niue).

- 23.4 **Heals and restores** Pacific communities as a whole as well as marginalised groups within Pacific communities who experience intersectional disadvantage through government policies and repeated cycles of harm.
- 23.5 Is accountable, transparent, reciprocal, accessible, and responsive to *all* Pacific communities.
- 23.6 **Embodies Pacific values** in practice.

***“Without our cultures in their conscience, their service delivery is not compatible with us.” - Community Leaders Talanoa***

### **Committing to a values-based approach for all-of-government**

- 24 Pacific communities also affirmed the importance of an approach that is grounded in Pacific cultural values and that Pacific-centric work is critical to the Strategy’s success. The values and principles focus area is about building a values-based approach to achieve the Lalanga Fou vision and goals in Pacific-centric ways.
- 25 The values and principles approved by Cabinet in September 2021 were tested through targeted engagements with Pacific communities. They affirmed a values-based approach is essential and made clear their expectations that continuing to build this approach needs to include:
  - 25.1 **s9(2)(f)(iv)**
  - 25.2 **Setting high expectations** for embedding Pacific values and principles.
  - 25.3 **Building and improving system capability** across government to increase understanding and use of diverse Pacific knowledge, stories, worldviews, values, approaches and frameworks.

### **Establishing meaningful and enduring partnership between government and Pacific communities**

- 26 Pacific communities highlighted that Pacific leadership capability is required, that Pacific Aotearoa is not homogenous, and that Pacific communities have answers and solutions that can permeate across government. **s9(2)(f)(iv)**  
**s9(2)(f)(iv)**  
**s9(2)(f)(iv)**  
**s9(2)(f)(iv)** There is a strong need to strengthen our commitment to improving outcomes and translate that commitment into tangible actions and results.
- 27 Pacific peoples are the owners and leaders of their languages, cultures, and identities and their own wellbeing outcomes. **s9(2)(f)(iv)**

s9(2)(f)(iv) [Redacted]

[Redacted]

[Redacted]

[Redacted]

28 s9(2)(f)(iv) [Redacted]

29 s9(2)(f)(iv) [Redacted]

*Government systems leadership*

30 From a systems perspective, structurally, Government and officials are forming up well. These groupings have specific responsibilities and accountabilities for the Strategy. They are:

30.1 **Pacific Wellbeing Ministers Working Group** provide strategic direction for cross-agency collaboration and collective action.

30.2 **Pacific Wellbeing Chief Executives** provide oversight and visibility of cross-agency efforts to fast-track Pacific priorities.

30.3 **Lalanga Fou Deputy Chief Executives** lead long-term strategic work to support Strategy development, implementation, and short-term collective action.

30.4 **Lalanga Fou Working Group** work through shared actions as well as actions given to their respective agencies.

31 s9(2)(f)(iv) [Redacted]

s9(2)(f)(iv) [Redacted]

32 s9(2)(f)(iv) [Redacted]

33 s9(2)(f)(iv) [Redacted]

34 s9(2)(f)(iv) [Redacted]

35 s9(2)(f)(iv) [Redacted]

35.1 s9(2)(f)(iv) [Redacted]

35.2 s9(2)(f)(iv) [Redacted]

35.3 s9(2)(f)(iv) [Redacted]

**Strengthening cultural capability and responsiveness**

*“Experiences where we encounter a lack of cultural awareness impacts us more than any positive experiences” – Youth Leaders Talanoa*

36 A key part of improving system leadership to account better for Pacific wellbeing is strengthening cultural capability and responsiveness. This focus area will build and improve Pacific cultural capability and engagement approaches across government so that agencies respond to the needs and aspirations of Pacific communities. This includes being open to cultural models held by the communities to be used and incorporated. The Ministry has developed Pacific cultural capability tools<sup>9,10</sup> that have recently been updated and will equip government to do this.

<sup>9</sup> Ministry for Pacific Peoples (2021). *Kapasa – The Pacific Policy Analysis Tool*. Available at: [Ministry for Pacific Peoples — Kapasa - The Pacific Policy Analysis Tool \(mpp.govt.nz\)](https://mpp.govt.nz) (Accessed: 2 March 2022).

<sup>10</sup> Ministry for Pacific Peoples (2018). *Yavu – Foundations of Pacific Engagement*. Available at: [Ministry for Pacific Peoples — Resources \(mpp.govt.nz\)](https://mpp.govt.nz) (Accessed: 2 March 2022).

**Combined, the focus areas give strategic coordination to improve outcomes for Pacific communities**

- 37 The Strategy articulates the objective of all-of-government coordination to improve Pacific wellbeing outcomes and provides a clear view of the collective actions required. I have developed this approach to meet the expectations of Pacific communities for genuine collective action and community leadership.
- 38 I am proud to walk alongside Pacific communities on this Pacific wellbeing journey. I share the same sentiment as Pacific communities that this work is both significant *and* exciting. The Strategy intentionally and unapologetically has Pacific communities and their values at its heart.

***“We need to bring the communities back to be at the centre, not just at the beginning and end.” – Youth Leaders Talanoa***

**Next steps and Implementation**

- 39 The Ministry will progress the next phase of the All-of-Government Pacific Wellbeing Strategy through tangible actions that will be reviewed regularly.
- 40 A key indicator of success for the Strategy is that it honours the expectations of Pacific communities. Although the Strategy is Pacific-focused, there is a shared whakapapa between Pacific peoples and Māori. Plans for implementation will be consistent with Te Tiriti o Waitangi and its principles. The table below sets out the Ministry’s next steps for Strategy development

s9(2)(f)(iv)

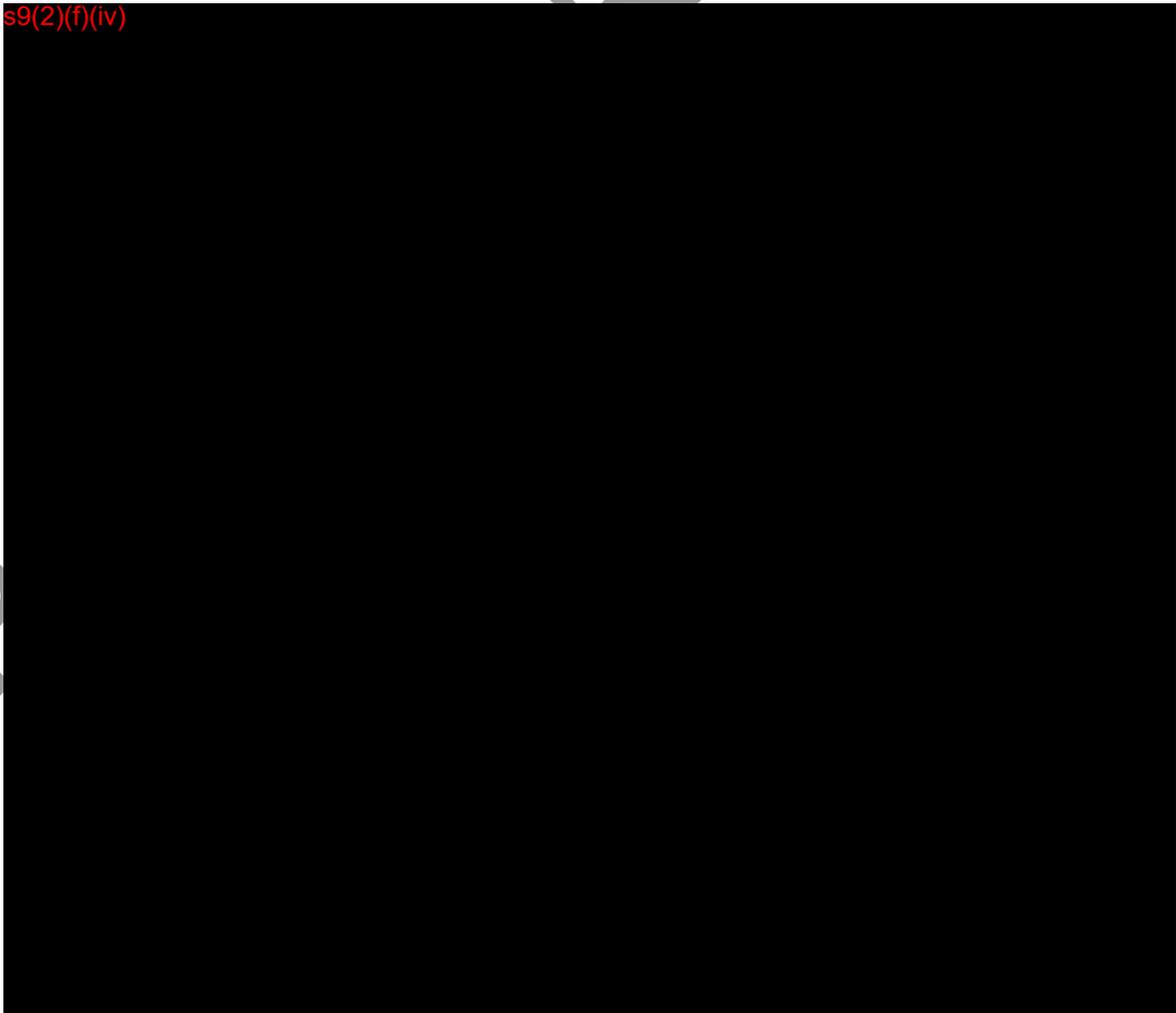
**Table One: Update on actions in 2021/22 and next steps for 2022/23**

Actions in 2021/22	Next steps for 2022/23 <span style="color: red;">s9(2)(f)(iv)</span>
<b>Pacific Values and Principles</b>	
<ul style="list-style-type: none"> <li>• <span style="color: red;">s9(2)(f)(iv)</span></li> <li>• Host talanoa with key community groups in May 2021 and February 2022 that has informed the Strategy development - <i>completed</i>.</li> </ul>	<ul style="list-style-type: none"> <li>• <span style="color: red;">s9(2)(f)(iv)</span></li> </ul>
<b>Partnership and Governance</b>	
<ul style="list-style-type: none"> <li>• Lalanga Fou Deputy Chief Executives to report to the Pacific Wellbeing Ministers Working Group – <i>ongoing</i>.</li> <li>• Lalanga Fou Deputy Chief Executives Terms of Reference – <i>completed</i>.</li> <li>• Establish the Lalanga Fou Working Group – <i>completed</i>.</li> <li>• Coordinate meetings for the Pacific Wellbeing Chief Executives - <i>ongoing</i>.</li> </ul>	<ul style="list-style-type: none"> <li>• <span style="color: red;">s9(2)(f)(iv)</span></li> </ul>

<ul style="list-style-type: none"><li>• s9(2)(f)(iv) [Redacted]</li></ul>	
<b>Capability</b>	
<ul style="list-style-type: none"><li>• Implement the enhanced delivery of the Kapasa and Yavu Pacific cultural capability training programme across the public sector - <i>ongoing</i>.</li><li>• Refresh and launch of the Kapasa Pacific policy analysis tool - <i>completed</i>.</li></ul>	<ul style="list-style-type: none"><li>• s9(2)(f)(iv) [Redacted]</li></ul>
<b>Performance and Improvement</b>	
<ul style="list-style-type: none"><li>• s9(2)(f)(iv) [Redacted]</li></ul>	<ul style="list-style-type: none"><li>• s9(2)(f)(iv) [Redacted]</li></ul>

**Financial Implications**

41



42

## Legislative Implications

43 There are no legislative implications arising from this paper.

## Impact Analysis

### Regulatory Impact Statement

44 There are no regulatory proposals arising from this paper.

### Climate Implications of Policy Assessment

45 There are no climate implications arising from this paper.

### Population Implications

46 The Strategy will contribute to improving outcomes for all Pacific peoples as outlined in **Appendix 1**.

### Human Rights

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

### Consultation

48 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; Youth; Education Review Office; Departments of Corrections; Internal Affairs; the Prime Minister and Cabinet; Joint Venture Business Unit (Ministry of Justice); Kāinga Ora; Mental Health and Wellbeing Commission; Office for Disability Issues; Oranga Tamariki – Ministry for Children; Pharmac; Police; Te Kawa Mataaho Public Service Commission; Statistics New Zealand; Tertiary Education Commission; Te Puni Kōkiri and the Treasury.

49 The Ministry carried out targeted community engagements from 14-24 February 2022 with Pacific youth (youth leaders, school leavers/graduates and college students); Pacific parents and working community; Pacific disabled people; Pacific MVPFAFF+<sup>11</sup>/LGBTQIA+ community; Pacific community and faith leaders; and community providers (seeking written feedback). s9(2)(f)(v)

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<sup>11</sup> MVPFAFF+ is an acronym to describe Pacific identities; Mahu (Hawai'i and Tahiti), Vaka sa lewa lewa (Fiji), Palopa (Papua New Guinea) Fa'afafine (Samoa) Akava'ine (Rarotonga), Fakaleiti (Tonga), Fakafine (Niue).

**Communications**

50 I will publish and promote the All-of-Government Pacific Wellbeing Strategy following a public announcement and launch with Pacific communities.

**Proactive Release**

51 I intend to proactively release this Cabinet material to coincide with the public announcement and launch of the All-of-Government Pacific Wellbeing Strategy.

**Recommendations**

52 I recommend that the Committee:

1 **Note** that the All-of-Government Pacific Wellbeing Strategy supports 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.

2 **Approve** the completed All-of-Government Pacific Wellbeing Strategy and the next phase of implementation across government.

3 s9(2)(f)(iv) [Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

4 **Agree** that the All-of-Government Pacific Wellbeing Strategy will evolve over time so that it remains relevant for Pacific communities and supports government to sustain enduring foundations for the future.

5 s9(2)(f)(iv) [Redacted]  
[Redacted]

6 s9(2)(f)(iv) [Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

7 **Note** that the All-of-Government Pacific Wellbeing Strategy responds directly to the feedback the Ministry for Pacific Peoples received through targeted community engagements in February 2022.

8 **Note** that the Ministry for Pacific Peoples and Lalanga Fou agencies will continue to build and amplify cross-agency arrangements to support the

implementation of the All-of-Government Pacific Wellbeing Strategy and take collective action on Pacific priorities.

9 **Endorse** the current cross agency arrangements in place and their responsibilities to support Pacific wellbeing:

- a. Pacific Wellbeing Ministers Working Group
- b. Pacific Wellbeing Chief Executives Group
- c. Lalanga Fou Deputy Chief Executives Group
- d. Lalanga Fou Working Group.

10 s9(2)(f)(iv) [Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

11 **Note** that the Ministry for Pacific Peoples will continue to extend the use and delivery of the refreshed Kapasa and Yavu Pacific cultural capability tools, supplemented and enriched by community cultural experiences.

12 s9(2)(f)(iv) [Redacted]  
[Redacted]  
[Redacted]

Authorised for lodgement

Hon Aupito William Sio

**Minister for Pacific Peoples**

**Appendices**

**Appendix 1: All-of-Government Pacific Wellbeing Strategy**

**Appendix 2: All-of-Government Pacific Wellbeing Strategy Overview**

**Appendix 3: Government Investment to Support Pacific Wellbeing through Budget 20 and Budget 21**

**Appendix 4: All-of-Government Pacific Wellbeing Outcomes Framework**

**Appendix 5: Pacific Cultural Values and Principles**

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**Appendix 1: All-of-Government Pacific Wellbeing Strategy** (separate attachment)

Proactively Released

# PACIFIC WELLBEING STRATEGY

WEAVING ALL-OF-GOVERNMENT

PROGRESSING  
LALANGA FOU

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Welcome from the Secretary for  
Pacific Peoples  
Laulu Mac Leananae

# ACKNOWLEDGEMENTS

This page will be completed ahead of the launch of the Pacific Wellbeing Strategy.

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# MINISTER'S FOREWORD

MINISTER FOR PACIFIC PEOPLES – HON AUPITO WILLIAM SIO

We are confident in our endeavours, we are thriving, resilient and prosperous Pacific Aotearoa. This is the vision drawn from Pacific peoples through talanoa up and down the country with the Ministry for Pacific Peoples in 2018.

This vision and the four goals that support it are captured in the Pacific Aotearoa Lalanga Fou report. At the time of releasing the report, I looked back at our collective histories as people from Te Moana-nui-ā-Kiwa and it was clear that Pacific communities play a critical role in innovating and creating solutions to many of the complex social and economic problems we face as a nation. This is as relevant today as it was then – perhaps more so given the global challenges that we face.

It is no mistake that we as Government find ourselves spearheading this Pacific Wellbeing Strategy. We require nothing short of a whole of system transformation for Pacific peoples in Aotearoa New Zealand and this strategy places the call to change at the doorstep of every government agency and the power to call us to account into the hands of every Pacific person.

We must genuinely enable Pacific communities to partner with Government. The Pacific Wellbeing Strategy gives us the practical means to do this because it focuses on the interconnected system levers of:

- » **Partnership and governance**
- » **Performance and improvement**
- » **Capability**
- » **Pacific cultural values and principles.**

I am particularly excited that the Pacific Wellbeing Strategy is grounded in, and held accountable by Pacific values and principles. It must be. Our Pacific peoples told us that ***Pacific Values are foundational to ground us and hold us, with each generation weaving the foundations for the next to stand on.*** This speaks to the endurance over time of what brings us together. This is the challenge that we rise to in embedding Pacific wellbeing. If you're not already on the vaka, it's time to jump onboard.

**Hon Aupito William Sio**

*Minister for Pacific Peoples*

# MESSAGE FROM THE SECRETARY FOR PACIFIC PEOPLES

This page will be completed ahead of the launch of the Pacific Wellbeing Strategy.

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# PACIFIC COMMUNITIES' CALL TO ACTION

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



Te Pū

## GOAL 1

Thriving Pacific  
Languages,  
Cultures and  
Identities

## GOAL 2

Prosperous  
Pacific  
Communities

## GOAL 3

Resilient and  
Healthy Pacific  
Peoples

## GOAL 4

Confident,  
Thriving &  
Resilient Pacific  
Young People



### Te Pū

'Akatangi'ita te pū ei kāpiki'anga kite 'iti tangata – Blow and sound the conch as a call to our people.'

This Te Reo Māori Kūki 'Āirani description of blowing the conch symbolises how in many Pacific cultures, when you hear the te pū, blowing of the conch, it is a signal to take notice as there is an important call to action, and there will be an important gathering for uipa'anga meetings, church or iriirikōrero discussion.

# MAI NA MATUA, MO KI TATOU, KI NA FANAU

## LEARNING FROM YESTERDAY, LIVING TODAY, AND HOPE FOR THE FUTURE

**This alagakupu Tokelau is the guiding statement for this All-of-Government Pacific Wellbeing Strategy. The alagakupu signifies the highest and key elements required to develop a quality strategy, relevant to Pacific peoples in Aotearoa. It urges us to learn from our ancestors, from past experiences, and through living today, to ensure hope for our families and the future.**

The wellbeing of Pacific peoples, families and communities is expressed both personally and as vastly as the cosmos. When we experience wellbeing, we connect to and pass on rich data from our Pacific ancestors to our kāiga alive today, and we ensure that there are generations of our people into the future.

Wellbeing has been defined academically but it is only complete with the views of knowledge holders within Pacific cultures and communities. Faith and spirituality are an important part of this. A rigorous definition of Pacific wellbeing requires authentic engagement with Pacific communities who are the knowledge holders and experts of their own lived realities, aspirations, and innovative practices.

We acknowledge that wellbeing grows through a diversity of views and approaches including perspectives from poetry, song, dance, spirituality, proverbs, parables, metaphors, lived experiences and observations, symbology, imagery and literature, and science across the breadth and depths of Te Moana-nui-ā-Kiwa.

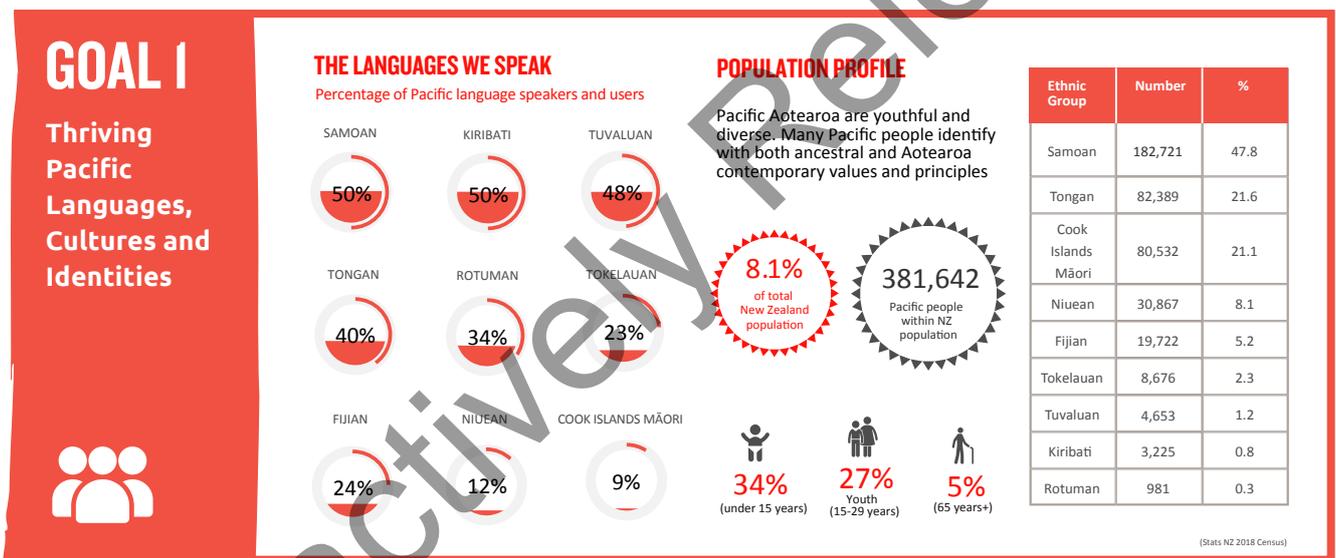
### **For wellbeing to happen in our future**

We have heard that intergenerational wellbeing thrives when the breadth and multiple dimensions of Pacific Aotearoa feel included. We are reminded that acts of restoration are gifts to future wellbeing as they heal past trauma. And finally, we asked the community what success looks like when the system and Government is working well for them. They told us - come together into our world, come to us often, listen, work together, be consistent and achieve the results.

# WHY A PACIFIC WELLBEING STRATEGY?

Everyone in Aotearoa New Zealand deserves to live well. For many, this is not the reality and Pacific peoples experience social and economic disadvantage that keeps repeating. When we see this happening, it tells us that there is something wrong with the system we have created, not the people.

The All-of-Government Pacific Wellbeing Strategy focuses on levers for change at a system level – specifically the systems of Government. The strategy is using an intentional method designed to fundamentally modify New Zealand public sector system conditions so that we can turn the tide on some of the inequities for Pacific communities as shown in the tables below, to improve wellbeing outcomes for Pacific peoples.



## GOAL 3

### Resilient and Healthy Pacific Peoples

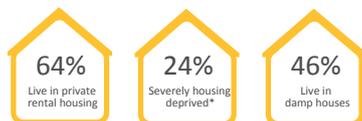


#### HOUSING — HOMES ARE KEY TO HEALTH

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 Tuvaluan 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.

(Stats NZ, 2018 Census data)

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

**EARLY CHILDHOOD EDUCATION PARTICIPATION**

**93%**  
PACIFIC

**96%**  
MĀORI

**98%**  
EUROPEAN

**SCHOOL LEAVERS WITH NCEA LEVEL 2 OR ABOVE**

**74%**  
PACIFIC

**65%**  
MĀORI

**82%**  
EUROPEAN

**BACHELORS DEGREES OR HIGHER**

**15%**  
PACIFIC

**18%**  
MĀORI

**34%**  
EUROPEAN

(Education Counts, 2020)

#### 14.4% 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



**4% higher**  
than overall rate

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 2021)

## STRATEGY OBJECTIVE

The overall objective of the Strategy is to strengthen strategic leadership, advice, policies and programmes across All-of-Government. To do so, the Ministry has identified and validated with community four interconnected focus areas to act as the system levers for government to partner with community and move towards reducing social and economic disadvantage and improving Pacific wellbeing. The Strategy includes the implementation of a Pacific Wellbeing Outcomes Framework that ensures alignment, measurement and accountability to the objectives and identified Pacific wellbeing outcomes.

# ALL-OF-GOVERNMENT PACIFIC WELLBEING STRATEGY OVERVIEW

## 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-government organisations and churches. These conversations consistently highlighted the four goal areas as displayed below on the Lalanga Fou (new weave) visual.

### PROGRESSING LALANGA FOU

#### 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

Improved Pacific cultural capability, responsiveness and engagement approaches across government.

Improved community and provider capability.



## PACIFIC CULTURAL VALUES AND PR

## 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. Four focus areas have been identified and validated by community to interconnect as system levers so that Government can work together on progressing the vision and goals of Lalanga Fou. These are: Pacific Values and Principles; Partnership and Governance; Performance and Improvement; and Capability.



### PARTNERSHIP AND GOVERNANCE

Strengthen and embed system leadership for joined up governance.

Establish and embed a community advisory and/or partnership model that utilises existing networks for collective design and action through partnership.

WEAVING ALL-OF-GOVERNMENT

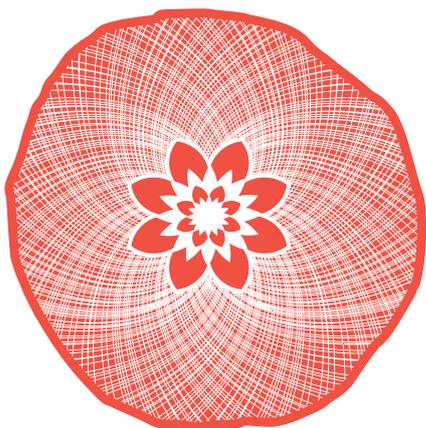
PRINCIPLES HOLD AND GROUND US

# SYMBOLOLOGY FOR THE STRATEGY

## FOCUS AREAS

### Lalaga Potu

PACIFIC CULTURAL VALUES & PRINCIPLES



#### Lalaga Potu

The 'Potu' is a Niue circular weave. It is a complex weave that starts at the centre. The Strategy has been built on 'Lalanga Fou' and calls for Pacific values to be embedded into government. We will see in our future that Pacific values lie at the heart of strategic leadership, policy design, and government programmes that impact Pacific people. Our Pacific principles will help guide Government to do so. Like the 'Potu', the success of the circular weave lies in the centre being strong.

### Fale Fono

PARTNERSHIP AND GOVERNANCE



#### Fale Fono

The open meeting house is where partnership and governance happens. It is round for a reason, everyone has an equal say. It is a space that when entered, attendees have an understanding of protocol or are presented with a protocol that is safe and supports all in the room.

# Vaka Moana

PERFORMANCE AND IMPROVEMENT



## Vaka Moana

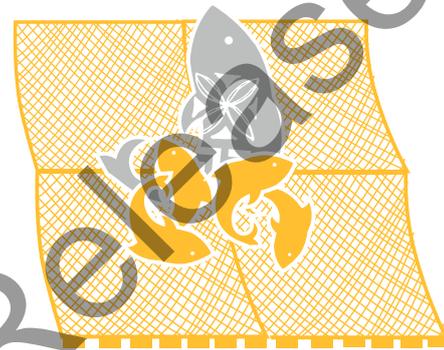
Over 1000 years ago Pacific navigators with their environmental knowledge of the stars, sun, moon, wind and sea swell patterns, birds, fish, dolphins and whales successfully settled the vastest ocean in the world. An ocean that covers a third of the earth's surface.

Navigational knowledge coupled with high performance technology like the large double hulled craft 'Kalia' (Tongan) remain cutting edge today. Double hull ensures stability, speed and manoeuvrability. Kalia could carry many people, livestock, and provisions over vast distance.

Vaka Moana represents all the elements required to ensure we can plan strategically, work collaboratively and iteratively to move ahead, to constantly monitor, evaluate and ensure improvements, if we are to reach our shores of the Lalanga Fou vision and Pacific wellbeing.

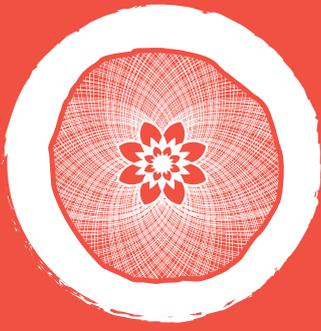
# Te Kupega

CAPABILITY



## Te Kupega

The art and science of fishing requires individuals and whole groups to learn layers of knowledge, to grow personal skill, and be informed by ancestral learnings. To be successful at fishing as an individual and a group is to be able to provide for the wellbeing of your fanau, kaiga, and village. As per the Capability focus area - the quality of a Kupega (tool) and how well working groups are taught (knowledge), and the access given to individuals to excel (leadership pathways) are core to the success of sustainable survival and long term wellbeing of the people it seeks to feed.



# PACIFIC CULTURAL VALUES AND PRINCIPLES

## LALAGA POTU

### ‘E SUI FAIGA AE TUMAU FA’AVAE’

Alagaupu Samoa - The way things are done may change and adapt but the foundations and principles are grounded and never change.

#### CALL TO ACTION

Pacific wellbeing leadership, programmes, policies and outcomes are grounded in, and held accountable to Pacific values.

Pacific communities shared with us that they experience Government systems and services that, too often, fail to reflect their lives, needs, and aspirations as Pacific peoples. We heard this time and time again. How do we respond to this?

Supporting Pacific wellbeing and improving outcomes for Pacific communities starts with building Government’s understanding of what is important to Pacific peoples and communities. The system opportunity for us now is to build a values-based approach that enables the Lalanga Fou vision and goals to be achieved in Pacific-centric ways.

#### Committing to a values-based approach

In September 2021, Government endorsed a values-based approach to supporting Pacific wellbeing by approving Pacific values and principles as the foundations of this Strategy. By doing this, Government acknowledged that the skilful weaving of Pacific values, together with its commitment to embed them, will provide opportunities that directly enhance Pacific wellbeing.

**Pacific cultural values form the foundations of the Pacific Wellbeing Strategy, these values are articulated here through different Pacific languages with English definitions:**

Pacific Cultural Values	Definition
<b>Aro'a</b> – Te reo Māori Kuki 'Airani Alofa – Gagana Samoa 'Ofa – Lea Faka-Tonga	<b>Love:</b> 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</b> – Vagahau Niue Fa'aaloalo – Gagana Samoa Faka'apa'apa – Lea Faka-Tonga	<b>Respect:</b> 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</b> – Te reo Māori Kuki 'Airani Va fealoaloa'i – Gagana Samoa Tauhi Vā – Lea Faka-Tonga	<b>Collectivism:</b> 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</b> – Gagana Tokelau Tapua'iga – Gagana Samoa Tapu – Lea Faka-Tonga	<b>Spirituality:</b> 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>Magafaaoa</b> – Vagahau Niue Aiga – Gagana Samoa Kāinga – Lea Faka-Tonga	<b>Family:</b> 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</b> – Gagana Tokelau Felagolagoma'i – Gagana Samoa Fetauhi'aki - Lea Faka-Tonga	<b>Reciprocity:</b> 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.
<b>Soalaupule</b> – Gagana Samoa	<b>Consensus:</b> 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.

### Principles to guide government agencies on how to express Pacific values:

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

### Objectives of the Pacific Cultural Values and Principles focus area:

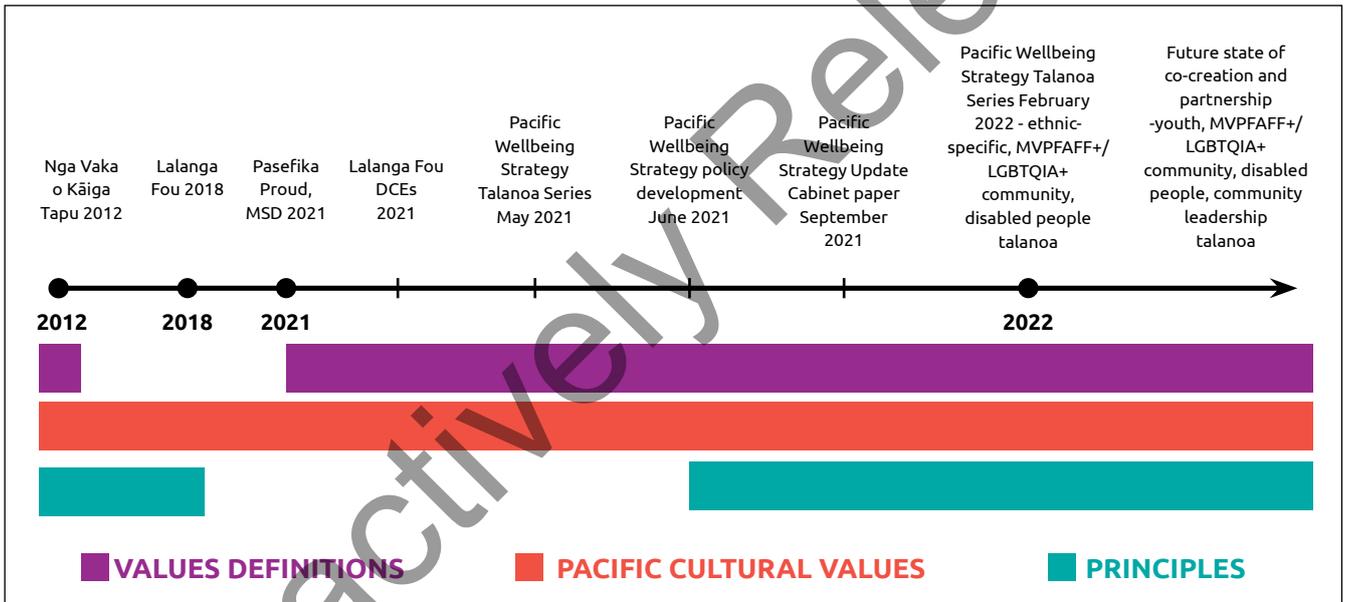
Government has committed to taking action to progress the Lalanga Fou vision and goals, and we've heard from Pacific communities that this needs to include:

- **Working reciprocally with Pacific communities**
  - » to co-create values and principles to include the breadth of our multi-dimensional Pacific Aotearoa peoples and communities
  - » to revitalise Pacific languages, cultures and identities
  - » to develop authentic, contextualised information on values and principles for wellbeing in diverse communities, and
  - » to make this information available to support behaviour change in government and ensure equity of access for our community.

- **Setting high expectations** for embedding Pacific values and principles, including how these should lead to behaviour change so that Pacific peoples and communities feel they belong, and are seen and heard.
- **Building and improving system capability across All-of-Government**
  - » increase understanding, use and capability of diverse Pacific knowledge, stories, worldviews, values, approaches and frameworks relating to Pacific wellbeing;
  - » empower Pacific peoples to determine how their cultural knowledge, stories, worldviews, values, approaches, and frameworks are used; and
  - » improve cultural capability to engage and employ cultural diversity across government and build trust and effective relationships with Pacific peoples and communities.

**Weaving a commitment to values into All-of-Government**

Turning these commitments and aspirations into actions needs systems-level change and a careful and intentional programme of development. There are several strands that make up this work. These strands have shared whakapapa and history and are being woven together in this focus area to form the foundations of this Strategy.



**Partnering with community in defining Pacific cultural values and principles to guide government**

Pacific values and principles intentionally and unapologetically form the foundations of this Strategy because Pacific cultural values reflect what matters most to Pacific peoples and communities. They are foundational to Pacific ways of knowing, being, practices, languages, cultures, ethnic and cultural identities.

Developing Pacific cultural values and principles as the foundation for this Strategy is an iterative process, and each iteration has strengthened this work immeasurably. Pacific communities have shared with us many ways to enhance this work, including through more inclusive and specific approaches to better reflect the needs and aspirations of different groups.

We heard clearly that Pacific peoples expect to be included in the articulation and sharing of these values, right through to embedding them across All-of-Government – a ‘nothing about us without us’ approach. Some Pacific communities emphasised the need for a restorative process to address intergenerational inequities so that Pacific communities could move forward together and focus on the future.

Pacific communities also shared with us the need for clear principles to guide All-of-Government to embed Pacific values. What you see in this Pacific Wellbeing Strategy is the start of an iterative process, with each iteration strengthening our foundations. The following activities to outcomes seek to honour the whakapapa of this work, and aspire to achieving clear outcomes.

## ROADMAP: PACIFIC CULTURAL VALUES AND PRINCIPLES ACTIVITIES TO OUTCOMES

Activities	Short-term outcomes	Medium-term outcomes	Long-term outcomes
<p><b>Co-defining with community experts the appropriate Pacific values and ideal impacts</b></p> <p>Strengthening and drawing from Pacific evidence-bases for Pacific values and principles</p>	Coordinated approach designed to embed Pacific values and support the Pacific Wellbeing Strategy	Values-based approach to support the Pacific Wellbeing Strategy is implemented	Recognised, understood, celebrated and accessible multi-ethnic and individual cultures and identities across Pacific peoples
	Values and narratives that reflect lived realities from <i>across</i> and <i>within</i> Pacific communities are available and accessed by government	Cultural authenticity is protected	Contribution of Pacific peoples, including Pacific youth, to Aotearoa recognised, valued, promoted and celebrated
<p><b>Co-creation with agencies of approach to embed Pacific values</b></p> <p>Ensuring agencies are well prepared and supported to embed Pacific values approach</p>	Agencies identify and document relevant ways to embed Pacific values through applying the Principles to guide government	Increased understanding by government agencies of Pacific values in practice	Improved attitudes and reduced racial discrimination and stereotyping
		Government investment and initiatives designed for Pacific wellbeing outcomes are well informed and respond to Pacific values	Public policy enables intergenerational wellbeing
<p><b>System leadership</b></p> <p>Ministry for Pacific Peoples to support system responsiveness, uptake and capability and commit to a co-define approach to development of Pacific values</p>	Increasing Pacific cultural capability and capacity in government	Formalised pathways and champions identified to socialise and weave Pacific values and principles into policy, programmes and behaviour starting with Lalanga Fou agencies	Vā is established between Government and Pacific communities and Pacific peoples have effective interactions with the system
		Defined and resourced tools and processes to support implementing this values-based approach to support the Pacific Wellbeing Strategy	Extending the ‘Pacific Values and Principles’ approach to whole of system



# PARTNERSHIP AND GOVERNANCE

## FALE FONO

**“WE NEED TO LEAN INTO LEADERSHIP, NOT SEGMENT OURSELVES TO SUIT THE WAY GOVERNMENT SEE THE COMMUNITY”**

- COMMUNITY LEADERS TALANOA

### CALL TO ACTION

Pacific peoples take leadership roles in decisions, design and delivery that affect their lives.

Pacific communities have shared with us the challenges of dealing with Government to ensure that their needs are met. They shared that who they interact with really makes a difference – in both positive and negative ways. Pacific communities want to work together with Government to improve policies and programmes. Often Government promises to do this authentically, but there is not a strong enough commitment to this, and when there is, Government systems and processes can make it too hard to turn that commitment into action.

### Objectives of the Partnership and Governance focus area

This focus area is a critical strategic opportunity. It supports system leadership, partnerships between All-of-Government and Pacific peoples, and identifies the supporting elements that will convert these arrangements into collective action. We are focusing on this because we need to make sure that we deliver to the Lalanga Fou vision and goals through all of All-of-Government policies, programmes, and services.

### Government systems leadership

System leadership and governance is critical in our partnerships. When we have enabling leadership and accountability, we can establish new ways for All-of-Government systems to work that can then, over time, be embedded across all government agencies and systems.

The current Ministerial and agency groups here show where leadership roles and decision-making for Pacific wellbeing outcomes are concentrated across All-of-Government. These groups have specific responsibilities and accountabilities for the Pacific Wellbeing Strategy:

- **Pacific Wellbeing Ministerial Working Group** provide strategic direction for cross-agency collaboration and collective action.
- **Pacific Wellbeing Chief Executives** provide oversight and visibility of cross-agency efforts to fast-track Pacific priorities in their individual agencies and across All-of-Government.

- **Lalanga Fou Deputy Chief Executives** lead long-term strategic work to support Strategy development and implementation and to meet short-term collective action and efforts.
- **Lalanga Fou Working Group** work through shared actions as well as actions given to their respective agencies.

### Community Systems Leadership

#### “E fofo e le alamea le alamea – the solutions lie within our communities” - Working Community Talanoa

Pacific peoples are the owners and leaders of their languages, cultures, and identities and their own wellbeing outcomes. Our role in All-of-Government is to deeply respect this and to partner in ways that enable Pacific leadership and ownership to thrive and sustain over time.

When we talked with Pacific communities about partnership and governance, they generously shared:

- **Expectations** that an advisory and/or partnership model should be action-oriented and achieve results.
- **Suggestions for models** that could be established, including leveraging existing networks and indigenous leadership and governance models (such as building and leveraging on the Pacific General Assembly during COVID-19 recovery and response efforts).
- **How we might strengthen** the interface between All-of-Government and Pacific communities, including co-creating an intermediary between the two.

### Creating a new way of working together as partners – Pacific Communities and All-of-Government

Pacific communities also acknowledged that Pacific leadership is required, that Pacific Aotearoa is not a homogenous group, and that Pacific communities have answers and solutions that can carry across All-of-Government.

Pacific communities highlighted their expectations that an advisory and/or partnership model be co-created with them that will:

- **Represent and include** the diversity and intersectionality across and within Pacific communities.
- **Connect to the taro / manioke / grassroots** ethnic-specific and regional communities and networks to understand their specific needs and issues.
- **Act** on community feedback so that Pacific priorities from communities permeate across All-of-Government.
- **Influence behaviour change** across All-of-Government systems through Pacific leadership and visibility – with a conscious focus on Pacific young people to be part of the work and nurture a future generation of leaders.
- **Heal and restore** Pacific communities as a whole as well as marginalised groups within Pacific communities who have been doubly marginalised through government policies and affected by repeated cycles of harm.
- **Embody** Pacific values in practice.
- **Be accountable, transparent, reciprocal, accessible, and responsive** to *all* Pacific communities.

# SYSTEM LEADERSHIP

## CROSS-AGENCY GOVERNANCE

**The Pacific Wellbeing Ministerial Working Group**  
to provide strategic direction.

**The Pacific Wellbeing Chief Executives**  
to provide oversight and visibility of cross-agency efforts to expedite Pacific priorities within and across agencies.

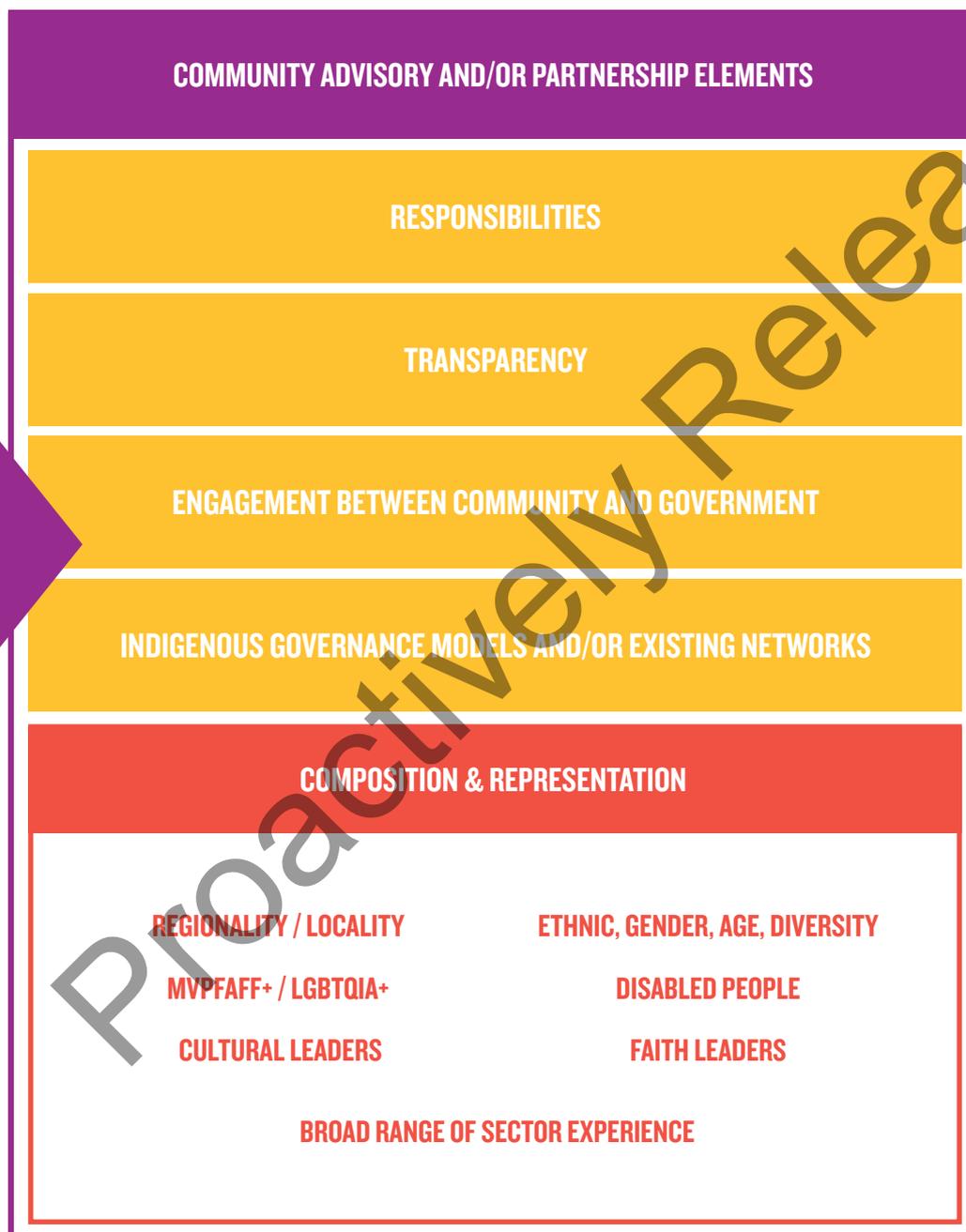
**The Lalanga Fou Deputy Chief Executives**  
to lead long-term strategic work to support Strategy development and implementation and to meet short-term collective action and efforts.

**The Lalanga Fou Working Group** to work through shared actions as well as actions given to their respective agencies.

**Lalanga Fou Agencies:** Ministries for/of Pacific Peoples; Business, Innovation and Employment; Culture and Heritage; Education; Health; Housing and Urban Development; Social Development; Kāinga Ora; Oranga Tamariki and the Treasury.

# COMMUNITY LEADERSHIP

CO-CREATE AN ADVISORY AND/OR PARTNERSHIP MODEL TO STRENGTHEN THE INTERFACE BETWEEN COMMUNITY AND ALL-OF-GOVERNMENT



The following activities to outcomes are dedicated to including a safe and inclusive platform to co-create with Pacific communities and agencies to make progressive steps toward genuine partnership.

## ROADMAP: PARTNERSHIP AND GOVERNANCE ACTIVITIES TO OUTCOMES

Activities	Short-term outcomes	Medium-term outcomes	Long-term outcomes
<p><b>System leadership</b> Improve and amplify current cross-agency arrangements to take collective action to improve wellbeing outcomes</p>	Cross-agency arrangements activate collective action on prioritised wellbeing outcomes for Pacific communities	Robust governance and oversight of collective action and impact aimed at addressing the needs and aspirations of Pacific people	Established genuine partnership between Pacific communities and All-of-Government to make decisions on how to achieve wellbeing outcomes
<p><b>Partnership with Pacific communities</b> Co-create with Pacific communities an advisory and/or partnership model as intermediary between communities and All-of-Government</p>	Partnership explored with Pacific communities	Established and formalised advisory and/or partnership model with Pacific communities and All-of-Government with clear responsibilities and obligations that is making progressive steps to improving outcomes	<p>Vā is established between Government and Pacific communities and Pacific peoples have effective interactions with the system</p> <p>Recognised, understood, celebrated and accessible multi-ethnic and individual cultures and identities across Pacific peoples</p>
	System leadership forums engage and identify with community on breadth of responsibilities for community leadership	Pacific communities influence and enhance All-of-Government policies, strategies, plans, investment and initiatives	Public policy enables intergenerational wellbeing
	Collective learning and sharing of best practice and effective approaches to meet the needs and aspirations of Pacific people across Lalanga Fou agencies	Values-based approach to support the Pacific Wellbeing Strategy is implemented	
		Shared understanding across All-of-Government and communities of what works, for whom, and why/why not in addressing the diverse needs and aspirations of Pacific peoples	
		Pacific communities have greater ownership of, and input to, government plans and initiatives and see themselves reflected	



Ministry of Pacific Peoples

toa



# PERFORMANCE AND IMPROVEMENT

## VAKA MOANA

**THE PAST EXPERIENCES THAT OUR COMMUNITIES HAVE HAD, STILL IMPACT HOW OUR COMMUNITY SEE OUR GOVERNMENT ORGANISATIONS.”**

- SCHOOL LEAVERS TALANOA

### CALL TO ACTION

In a time of radical uncertainty, community calls for an adaptive, responsive approach to thinking, decision-making and the way supports and services work for Pacific Aotearoa. Community seeks a high performing system that is always reflecting to create improvements that meet the needs and aspirations of Pacific peoples in real time.

Pacific communities expressed a call to action for a system that builds trust, where trust is currently broken, and restores the vā or relationship between Government and Pacific peoples and communities, recognising that Government is involved in peoples' lives from when they are born.

Pacific communities shared with us that they recognise government has specific ways of operating, but that they have clear expectations for change from a system that doesn't work for them, to one that is data-driven, works holistically to meet their needs, and that holds those responsible to account for impact and equity against a consistent view of Pacific needs and aspirations.

## Objective of the Performance and Improvement focus area:

We have the opportunity to transform the way agencies and communities work together to drive equitable wellbeing outcomes for Pacific peoples in Aotearoa, by:

- **Aligning** what we do in government agencies to achieve common goals, in this case the Lalanga Fou goals.
- **Measuring** the impact of our collective efforts so that we achieve excellence for Pacific peoples and communities and that they benefit from equitable wellbeing outcomes, as well as increased return on investment for Government.

## Performance and Improvement by the system: a Pacific Wellbeing Outcomes Framework

**“We know we have met need, when people tell us they don’t need anything else from us”  
- Working Community Talanoa**

Pacific communities expect clear, sustained action from Government that is followed up by funding for effective supports and services, as deemed by Pacific communities.

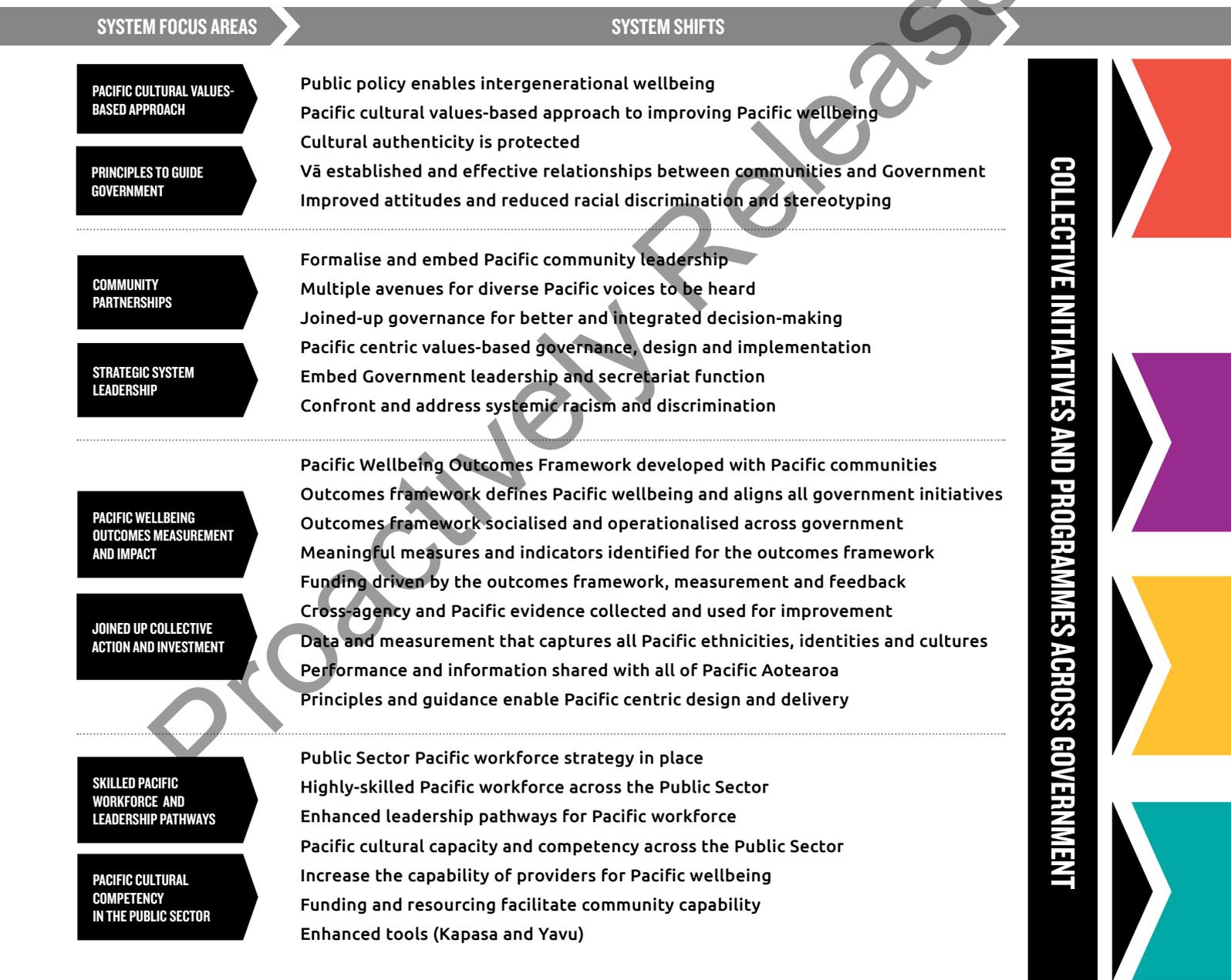
The Pacific Wellbeing Outcomes Framework is a tool to provide:

- A clear idea of where we want to get to (outcomes)
- A way of knowing if we are going in the right direction (alignment, measurement, and reporting)
- Making sure everyone is working together and accountable (monitoring, evaluation, and learning).

Pacific communities are excited to see a consistent expression of their needs and aspirations that will be applied by All-of-Government and backed up by tangible measures of impact.

# ALL-OF-GOVERNMENT PACIFIC WELLBEING OUTCOMES FRAMEWORK

“[The Pacific Wellbeing Outcomes Framework] really articulates hopes and futures, these are the things that are close to our hearts (housing, thriving culture etc). This works towards a positive future, and you can see how Pacific values and principles are being embedded.” - Community Leaders Talanoa



OUTCOMES FOR PACIFIC COMMUNITIES

LALANGA FOU GOALS

PACIFIC AOTEAROA VISION

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

MVPFAFF+ / LGBTQIA+ PEOPLE SUPPORTED

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

Thriving Pacific Languages, Cultures and Identities

Prosperous Pacific Communities

Resilient and Healthy Pacific Peoples

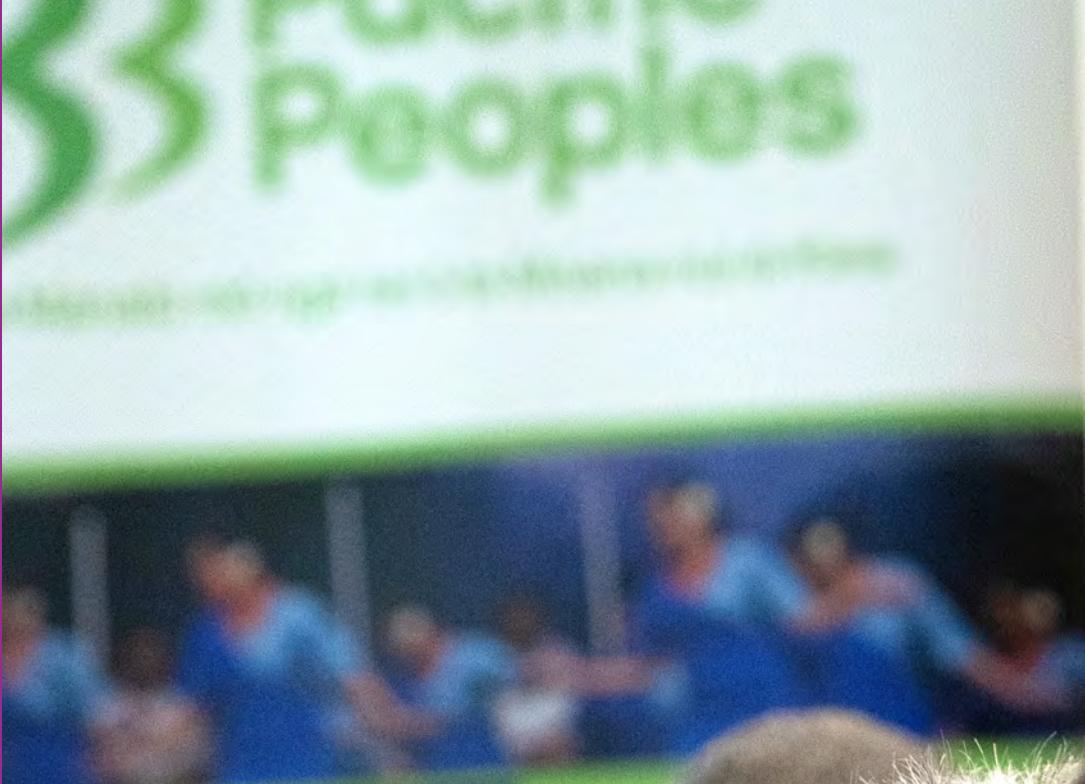
Confident, Thriving and Resilient Pacific Young People

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

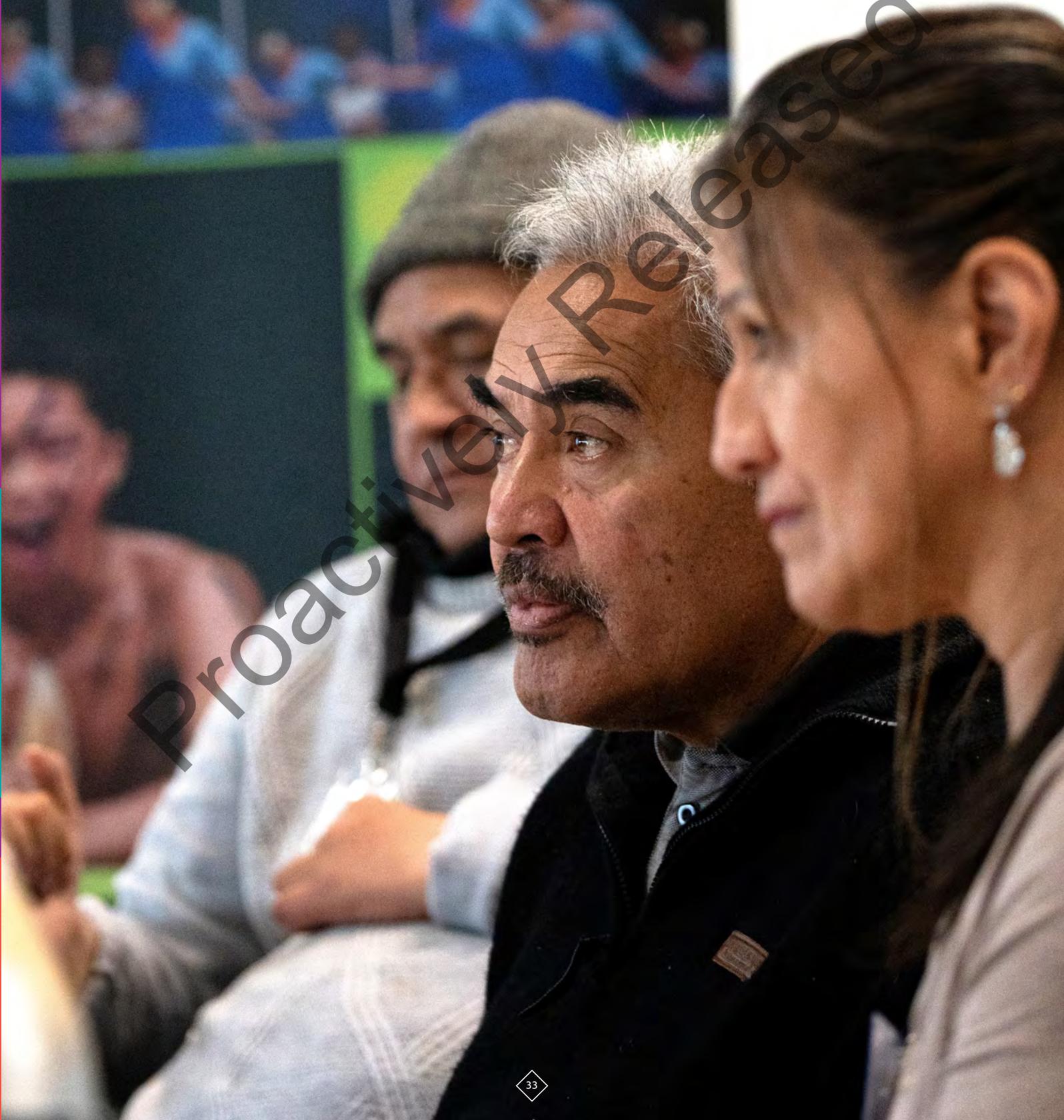
PACIFIC CULTURAL VALUES HOLD AND GROUND US

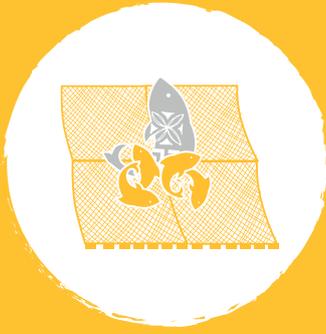
## ROADMAP: PERFORMANCE AND IMPROVEMENT ACTIVITIES TO OUTCOMES

Activities	Short-term outcomes	Medium-term outcomes	Long-term outcomes
<b>Pacific Wellbeing Outcomes Framework</b> developed with Pacific communities and operationalised across government	Tangible progress towards achieving strategic outcomes is measured	Increased coordination and alignment in Pacific wellbeing plans, policies, strategies, investment and initiatives across government	Improved consistency between the needs and aspirations of Pacific peoples, and government policies, strategies, plans, investment and interventions to address them
Comprehensive, up-to-date view of all Pacific wellbeing <b>investment and initiatives</b> across government	Consistent view of Pacific needs and aspirations available across government to inform policies, decisions and investment	Pacific communities influence and enhance government policies, strategies, plans, investment and initiatives	Pacific focused funding and funding pathways
Pacific people define the <b>transformational shifts</b> needed in government to enable it to meet their needs and aspirations	Coordinated approach designed to embed Pacific values and support the Pacific Wellbeing Strategy	Shared understanding across All-of-Government and communities of what works, for whom, and why/why not in addressing the diverse needs and aspirations of Pacific peoples	Public policy enables intergenerational wellbeing
A comprehensive <b>monitoring, evaluation and learning approach</b> developed for the Pacific Wellbeing Strategy	Partnership explored with Pacific communities	Robust governance and oversight of collective action and impact aimed at addressing the needs and aspirations of Pacific peoples	Integrated, holistic and responsive supports and services for Pacific peoples and communities
	Collective learning and sharing of best practice and effective approaches to meet the needs and aspirations of Pacific people across Lalanga Fou agencies	Pacific communities have greater ownership of, and input to, government plans and initiatives and see themselves reflected	A fair, sustainable and responsive Government system improves equitable wellbeing outcomes for Pacific peoples
	Increasing Pacific cultural competency in government	Coordinated, consolidated monitoring and evaluation of progress and collective impact towards Pacific wellbeing goals across government	Contribution of Pacific peoples, including Pacific youth, to Aotearoa recognised, valued, promoted and celebrated
	Cross-agency arrangements activate collective action on prioritised wellbeing outcomes for Pacific communities		Vā is established between Government and Pacific communities and Pacific peoples have effective interactions with the system



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# CAPABILITY

## TE KUPEGA

**“WITHOUT OUR CULTURES IN THEIR CONSCIENCE, THEIR SERVICE DELIVERY IS NOT COMPATIBLE WITH US.”**

- COMMUNITY LEADERS TALANOA

### CALL TO ACTION

Public services are motivated and resourced to enhance their Pacific cultural capability, competency, and engagement approaches.

Pacific peoples have asked for new ways of working across government, ways of working that reflect their lived experiences. They want to deal with people 'like them' and people who understand their lives, needs, and aspirations. Government systems and conventionally valued capabilities do not currently reflect how Pacific people want the public service to behave.

Pacific communities have solutions to issues that affect their lives and these Pacific-centric values-based approaches need to translate across All-of-Government's activities. Government's systems - both in its people and of enabling structures that propel effective collective action – will work better as a result.

This focus area will build and improve Pacific cultural capability, competency, and engagement approaches across government so that agencies respond to the needs and aspirations of Pacific communities.

### Objectives of the Capability focus area:

1. To provide government with the tools (Kapasa Pacific policy analysis and Yavu Pacific engagement) to support building and improving Pacific cultural capability that respond to the needs of Pacific communities.
2. To identify capability requirements for Pacific communities and groups through a co-creation process.

For the latter, we recognise and seek to coordinate with programmes and practices that are already in place.

The following activities to outcomes define the Strategy’s intention and steps to scope and support a more coordinated and strategic response to system capability, a strengthened Pacific workforce, and responsiveness to communities’ needs and aspirations across the public, private and community sectors.

**“As long as we decolonise the Western structures that exist in the public sector, then our communities will thrive. Tikanga-led structures will enable change.” - Youth Leaders Talanoa**

## ROADMAP: CAPABILITY ACTIVITIES TO OUTCOMES

Activities	Short term outcomes	Medium-term outcomes	Long-term outcomes
<p><b>Enhanced Pacific cultural capability tools</b></p> <p>Update and refresh:</p> <ul style="list-style-type: none"> <li>• Kapasa Pacific Policy Analysis tool</li> <li>• Yavu Pacific Engagement tool</li> </ul>	<p>Pacific cultural capability tools are used extensively across government to inform design and delivery of policies and programmes that affect the lives of Pacific communities</p>	<p>Improved Pacific cultural capability across government to improve wellbeing outcomes for Pacific communities</p>	<p>Recognised, understood, celebrated and accessible multi-ethnic and individual cultures and identities across Pacific peoples</p>
		<p>Pacific communities influence and enhance government policies, strategies, plans, investment and initiatives</p>	<p>Contribution of Pacific peoples, including Pacific youth, to Aotearoa recognised, valued, promoted and celebrated</p>
	<p>Increasing Pacific cultural capability and capacity across government</p>	<p>Values-based approach to support the Pacific Wellbeing Strategy is implemented</p>	<p>Increased participation by Pacific peoples in their culture</p>
<p><b>Engage system leadership</b> to co-design a coordinated All-of-Government approach to leadership pathways for Pacific workforce</p>	<p>Public Sector Pacific Workforce Strategy co-designed</p>	<p>Enhanced leadership pathways for Pacific workforce</p>	<p>Public policy enables intergenerational wellbeing</p>
		<p>More Pacific workforce in decision making positions across government</p>	<p>Vā is established between Government and Pacific communities and have effective interactions with the system</p>
		<p>Increased Pacific workforce in government</p>	<p>Improved attitudes and reduced racial discrimination and stereotyping</p>
<p>Robust governance and oversight of collective action and impact aimed at addressing the needs and aspirations of Pacific people</p>			
<p><b>Engage with community</b> to co-create fit for purpose supports for Pacific provider capability and communities</p>	<p>Co-defined approach with community for provider capability</p>	<p>Increased presence of Pacific providers delivering in Pacific communities</p>	<p>Integrated, holistic and responsive supports and services for Pacific peoples and communities</p>
		<p>Increased capability and supported Pacific providers and communities</p>	<p>A fair, sustainable and responsive Government system improves equitable wellbeing outcomes for Pacific peoples</p>
		<p>Established and formalised advisory and/or partnership model with Pacific communities and All-of-Government with clear responsibilities and obligations that is making progressive steps to improving outcomes</p>	

# APPENDIX A

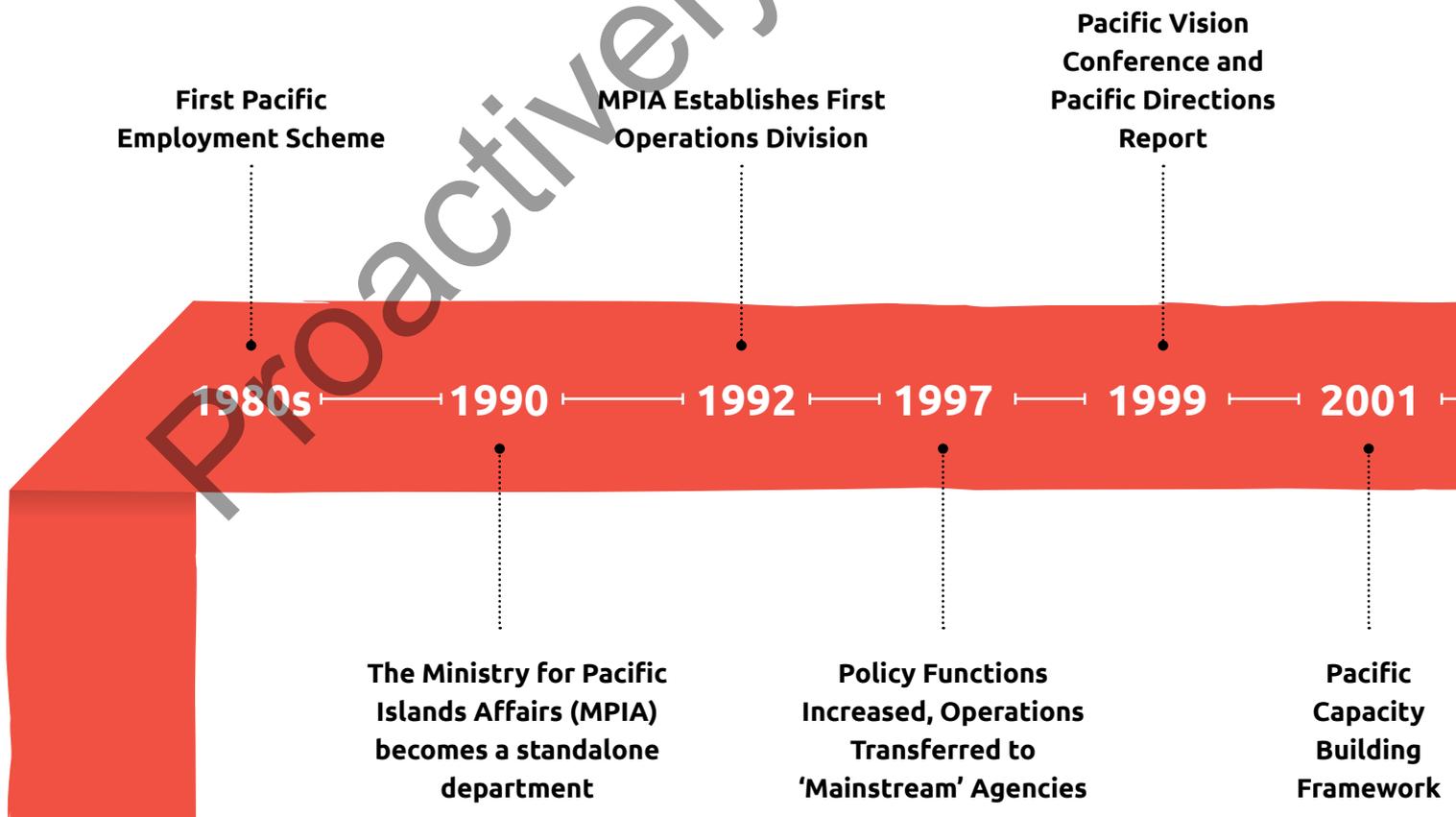
# PACIFIC AOTEAROA TODAY

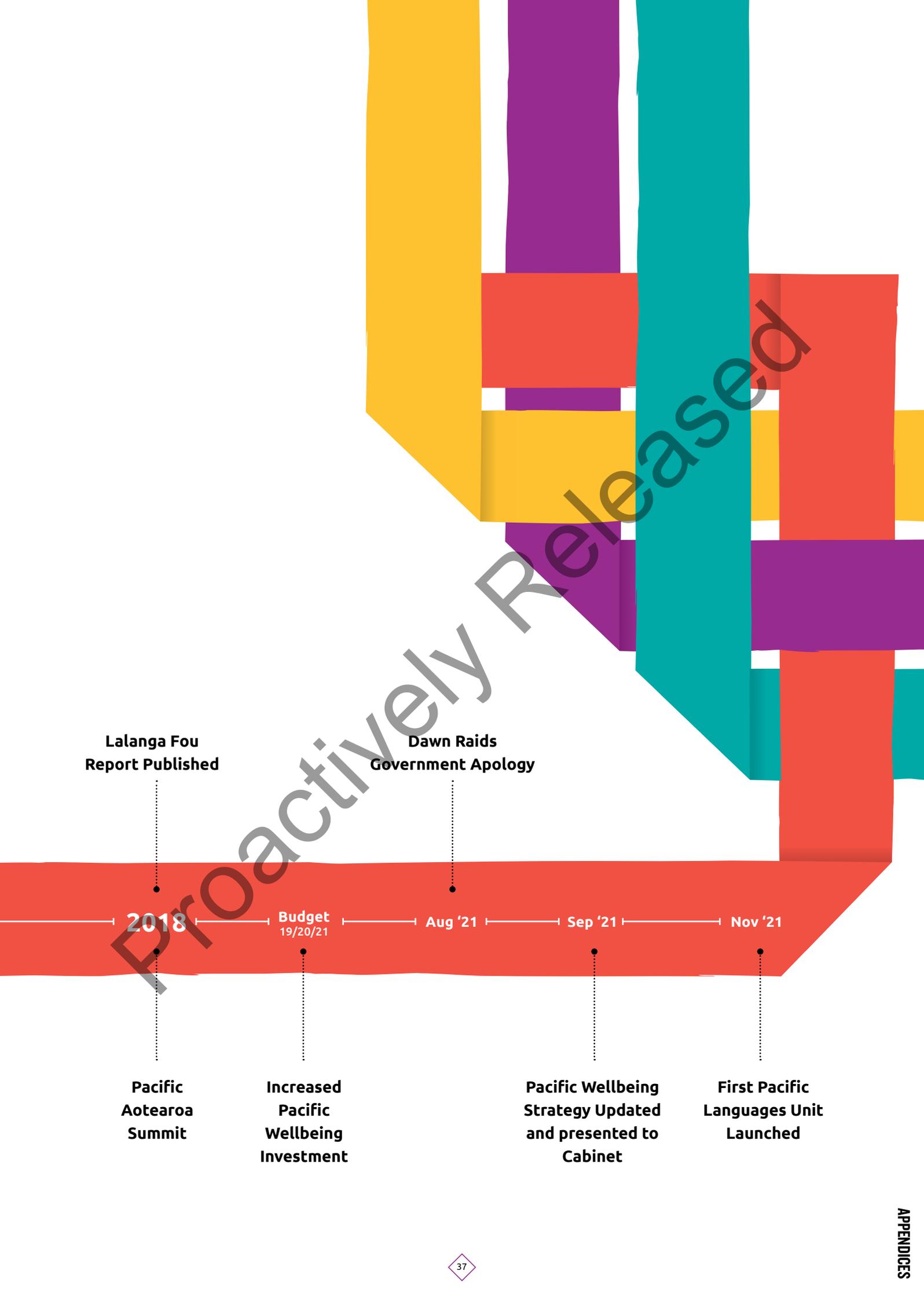
# OUR PRESENT

Pacific peoples continued to demonstrate a commitment to Aotearoa New Zealand following waves of migration and settlement in the 1970s and 1980s. Multiple generations or seeds of Pacific peoples have been sown here in Aotearoa. Pacific peoples are rooted in Aotearoa New Zealand’s history – past, present, and future.

### Building Pacific Public Policy – the 40 year journey of MPP

Pacific peoples have become increasingly diverse, the modern environment for Pacific peoples is one where more than sixty percent are now born in New Zealand. Pacific communities are fast growing, young and dynamic, despite valiant efforts and progress in public policy for Pacific wellbeing and prosperity since the 1980’s, the gaps and inequity have prevailed. Pacific peoples continue to experience persistent inequality and unmet needs across multiple domains such as employment, housing, health and education.





Proactively Released

**Lalanga Fou  
Report Published**

**Dawn Raids  
Government Apology**

**2018**

**Budget  
19/20/21**

**Aug '21**

**Sep '21**

**Nov '21**

**Pacific  
Aotearoa  
Summit**

**Increased  
Pacific  
Wellbeing  
Investment**

**Pacific Wellbeing  
Strategy Updated  
and presented to  
Cabinet**

**First Pacific  
Languages Unit  
Launched**

## APPENDIX B

# JOURNEY OF PACIFIC PEOPLES IN NEW ZEALAND



Pacific peoples displayed 'akaue'anga (the acknowledgement and fulfilment of individual and collective duties)' and 'ngakau aro'a (the willingness and conviction of the heart; generosity to self and others)' when hundreds of Pacific people served for New Zealand in World Wars One (1914-1918) and Two (1939-1945).

## 1990s

Population:  
202,236 (1996)

### 1990:

Pacific Island Affairs Unit becomes Ministry of Pacific Island Affairs.

### 1993:

Taito Phillip Field becomes the first Pacific Labour MP.

### 1996:

Vui Mark Gosche becomes the first Pacific Cabinet Minister.

### 1996:

Anae Arthur Anae becomes the first Pacific National MP.

### 1999:

Luamanuvao Dame Winnie Laban becomes the first Pacific woman MP.

Pacific peoples continue to excel in sport with national honours, national team captains and world or Commonwealth champions.

## 2000s

Population:  
265,974 (2006)

### 2002:

A'e'au Semi Epati becomes the first Pacific District Court Judge.

Crown Apology to Samoa.

National Pacific Radio Trust begins broadcasting.

### 2006:

Sir Anand Satyanand, a New Zealand born Indo-Fijian, becomes the 19th Governor General of New Zealand.

Jonathan Ionatana Falefasa "Tana" Umaga, ONZM is made an Officer of the New Zealand Order of Merit.

Charles Chauvel becomes the first MP of Tahitian descent.

### 2007:

Aupito William Sio is appointed Deputy Mayor for Manukau City, the first Pacific person to hold the position.

Government introduces the Recognised Seasonal Employer (RSE) scheme to bring workers from the Pacific Islands to work in primary sectors

Jonah Tali Lomu, MNZM, is appointed as a Member of the New Zealand Order of Merit.

### 2008:

Carmel Sepuloni becomes New Zealand's first MP of Tongan descent.

### 2009:

Dame Valerie Kasanita Adams, ONZM, is appointed as an Officer of the New Zealand order of Merit.

## 2010s onwards

Population:  
295,941 (2013)

### 2010:

Kris Fa'afoi becomes the first MP of Tokelauan descent.

### 2011:

Alfred Ngaro becomes the first MP of Cook Islands descent.

Leaufa'amulia Asenati Lole-Taylor becomes the first Pacific NZ First MP.

### 2013:

Munokoa Poto Williams becomes the first Cook Islands woman MP.

### 2014:

Jenny Salesa becomes the first Tongan-born MP.

### 2015:

Beatrice Roini Liua Faumuina ONZM is awarded the New Zealand Order of Merit.

### 2017:

Dame Valerie Kasanita Adams DNZM is appointed a Dame Companion of the New Zealand Order of Merit.

Sir La'auli Michael Niko Jones KNZM is appointed a Knight Companion of the New Zealand Order of Merit.

### 2018:

Pacific Aotearoa Lalanga Fou report.

### 2020:

Highest number of elected Pacific MPs.

### 2021:

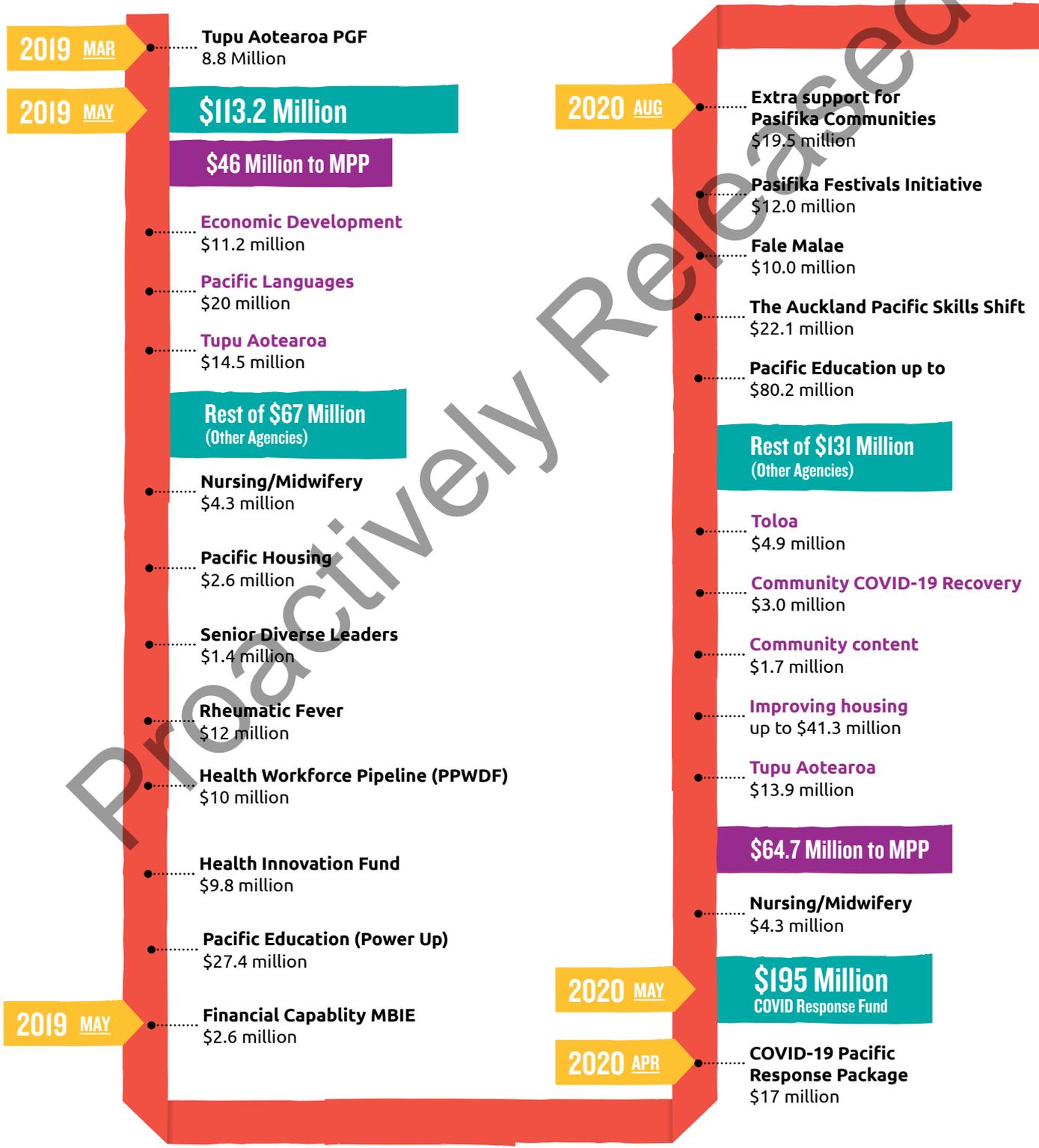
NZ Government Dawn Raids apology.

Toeolesulusulu Damon Salesa becomes the first Pacific person to hold the position of Vice Chancellor at a New Zealand university.

# APPENDIX C

## BUILDING PACIFIC INVESTMENT AND INITIATIVES 2019-2022

Having the new Pacific Aotearoa vision defined by community, and then the Lalanga Fou Report launched to All-of-Government, the work then began on building, sourcing and enhancing Pacific investment and initiatives with purpose to the aspirations defined in Lalanga Fou. The Pacific Wellbeing Strategy is one of many of these investments and initiatives in All-of-Government, and has a unique role in bringing together the overall view, understanding and reporting on the performance of all these parts as a whole.



2021 MAR

Tupu Aotearoa MSD  
\$4 million

2021 MAY

**\$108 Million**

**\$53 Million to MPP**

Economic Development  
\$16.2 million

Wellbeing Strategy  
\$6.6 million

Tupu Aotearoa  
\$30.3 million

**Rest of \$55 Million  
(Other Agencies)**

Tapasā  
\$5 million

Smoking prevention  
\$8 million

Gagana Tokelau and vagahau Niue  
\$5.1 million

Ola Manuia  
\$16 million

Pacific Bilingual Education  
\$20.8 million

2022 ON

More health  
and education  
\$90 million

Data and  
information stats  
\$10 million

Toloa  
\$13.2 million

Proactively Released

Proactively Released



Appendix 2: All-of-Government Pacific Wellbeing Strategy Overview

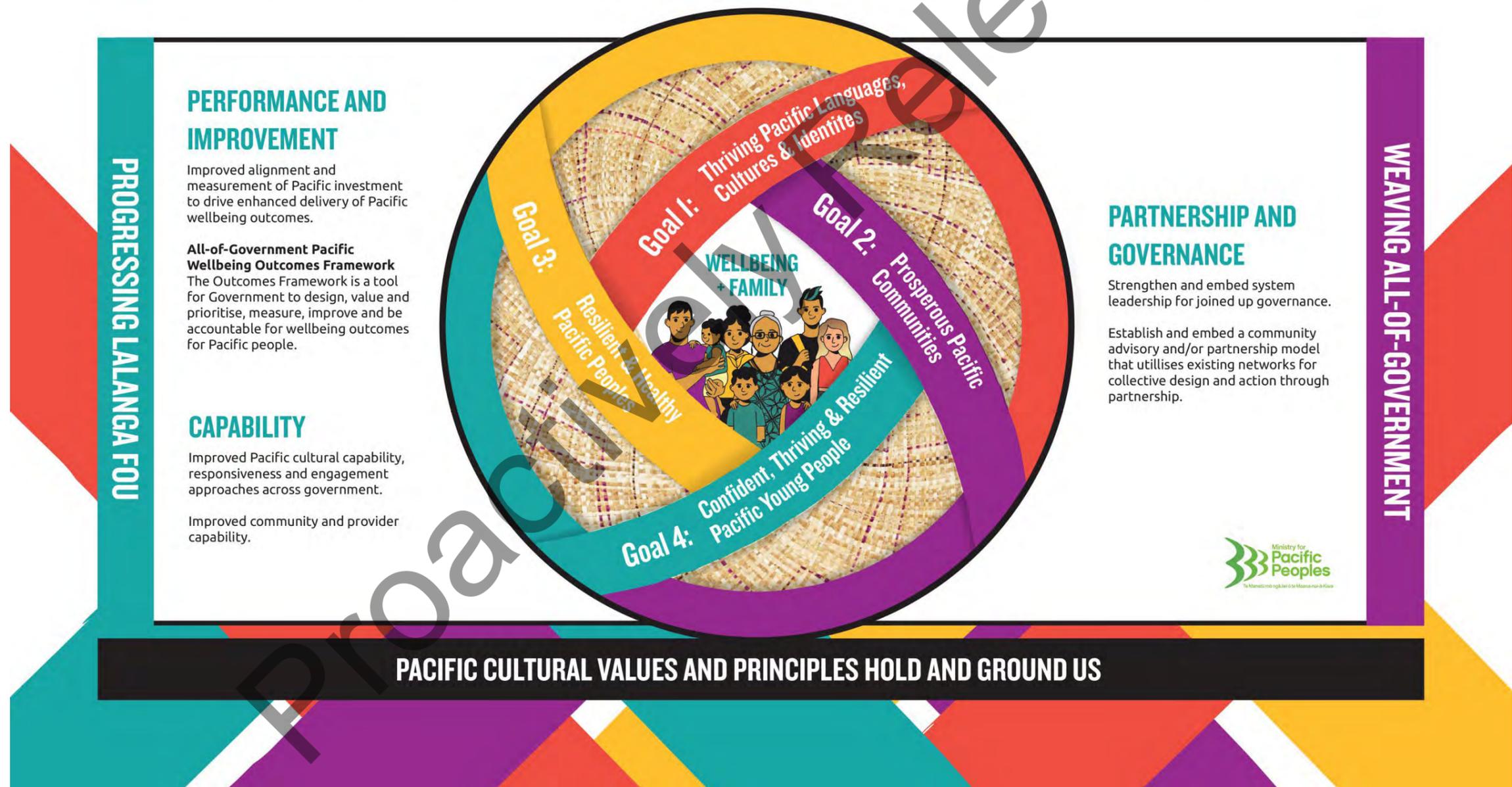
# PACIFIC WELLBEING STRATEGY'S FOUR SYSTEM FOCUS AREAS

## 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-government organisations and churches. These conversations consistently highlighted the four goal areas as displayed below 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; and Capability. It also promotes and defines a Pacific values-based approach to enable the vision and goals of Lalanga Fou to be achieved in a Pacific-centric way.



Appendix 3: Government Investment to Support Pacific Wellbeing through Budget 20 and Budget 21

**GOVERNMENT INVESTMENT TO SUPPORT PACIFIC WELLBEING THROUGH BUDGET 20 AND BUDGET 21**

**PACIFIC PACKAGE THROUGH BUDGET 2020**

**THE PACIFIC PACKAGE IN BUDGET 2020 INCLUDE:**

- A Pasifika Culture and Heritage Fund to enable festivals to continue to provide platforms of opportunities to the festival ecosystem (\$12.0 million)
- Progressing the establishment of a New Zealand Fale Malae (\$10.0 million)
- Toloa - Empowering Pacific participation in STEM (\$4.9 million)
- Expansion of Tupu Aotearoa programme across New Zealand (\$13.9 million)
- Developing Pacific community content (\$1.7 million)
- The Pacific Aotearoa Community COVID-19 Recovery Fund (\$3.0 million)
- The Auckland Pacific Skills Shift – an initiative that supports Auckland Pacific peoples in low skilled precarious work, to transition into quality employment (\$22.1 million)
- Pacific education initiatives will be announced in the near future by the Associate Minister of Education, Hon Jenny Salesa (up to \$80.2 million)
- Improving housing for Pacific families and communities (up to \$41.3 million).

**PACIFIC PACKAGE THROUGH BUDGET 2021**

**THE PACIFIC PACKAGE IN BUDGET 2021 INCLUDE:**

- a \$30.3 million boost to assist the Tupu Aotearoa programme to support approximately 7,500 Pacific peoples into employment, training, and education across Aotearoa New Zealand, funded from the CRRF
- Investing \$6.6 million to support establishing the Pacific Wellbeing Strategy – a cross-government initiative that will develop ways to measure Pacific wellbeing across government work programmes and initiatives
- supporting Pacific businesses through the impacts of COVID-19 with \$16.2 million for business support services, funded from the CRRF
- \$20.8 million supporting Pacific bilingual and immersion education in the schooling system, made up of \$12.4 million of new operating funding and \$644,000 of new capital funding from Budget 2021 allowances, with \$7.8 million of repurposed funding from Vote Education 2
- \$5 million operating funding and \$16,000 capital funding to deliver sustained professional learning and development to embed Tapasā as a tool to address social inclusion in the education sector
- \$5.1 million for the development of two new Pacific language subjects, gagana Tokelau and vagahau Niue as NCEA Achievement Standards subjects
- \$16 million to support the implementation of Ola Manuia: Pacific Health and Well-being Action Plan 2020-2025 funded from the CRRF.

Appendix 4: All-of-Government Pacific Wellbeing Outcomes Framework

# ALL-OF-GOVERNMENT PACIFIC WELLBEING OUTCOMES FRAMEWORK

"[The Pacific Wellbeing Outcomes Framework] really articulates hopes and futures, these are the things that are close to our hearts (housing, thriving culture etc). This works towards a positive future, and you can see how Pacific values and principles are being embedded."

- Community Leaders Talanoa



Appendix 5: Pacific Cultural Values and Principles

# PACIFIC CULTURAL VALUES

*Pacific cultural values form the foundations of the Pacific Wellbeing Strategy, these values are articulated here through different Pacific languages with English definitions:*



Pacific Cultural Values	Definition
<b>Aro'a</b> – Te reo Māori Kuki 'Airani Alofa – Gagana Samoa 'Ofa – Lea Faka-Tonga	<b>Love:</b> 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</b> – Vagahau Niue Fa'aaloalo – Gagana Samoa Faka'apa'apa – Lea Faka-Tonga	<b>Respect:</b> 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</b> – Te reo Māori Kuki 'Airani Va fealoaloa'i – Gagana Samoa Tauhi Vā – Lea Faka-Tonga	<b>Collectivism:</b> 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</b> – Gagana Tokelau Tapua'iga – Gagana Samoa Tapu – Lea Faka-Tonga	<b>Spirituality:</b> 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</b> – Vagahau Niue Aiga – Gagana Samoa Kāinga – Lea Faka-Tonga	<b>Family:</b> 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</b> – Gagana Tokelau Felagolagoma'i – Gagana Samoa Fetauhi'aki - Lea Faka-Tonga	<b>Reciprocity:</b> 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.
<b>Soalaupule</b> – Gagana Samoa	<b>Consensus:</b> 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.

# PACIFIC PRINCIPLES

*Principles to guide government agencies on how to express Pacific values:*

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



# 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: Report Back

**Portfolio** Pacific Peoples

On 30 March 2022, the Cabinet Social Wellbeing Committee (SWC):

1 **noted** that:

1.1 in November 2019, SWC agreed that the Ministry for Pacific Peoples lead development of an All-of-Government Pacific Wellbeing Strategy (the Strategy) to strengthen strategic leadership across government and help ensure investment is responsive to the needs and aspirations of Pacific communities [SWC-19-MIN-0186];

1.2 in September 2021, SWC agreed a rescoped suite of focus areas and Pacific Wellbeing values and principles, which form the foundations of the Strategy [SWC-21-MIN-0130];

2 **noted** that the Strategy supports 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 **approved** the final Strategy attached under SWC-22-SUB-0051;

4 s9(2)(f)(iv) [Redacted]

[Redacted]

[Redacted]

5 **agreed** that the Strategy will evolve over time so that it remains relevant for Pacific communities and supports government to sustain enduring foundations for the future;

6 s9(2)(f)(iv) [Redacted]

7 s9(2)(f)(iv) [Redacted]

8 **noted** that the Strategy responds directly to the feedback the Ministry for Pacific Peoples received through targeted community engagements in February 2022;

9 **noted** that the Ministry for Pacific Peoples and Lalanga Fou agencies will continue to build and amplify cross-agency arrangements to support the implementation of the Strategy and take collective action on Pacific priorities;

10 **endorsed** the following cross-agency arrangements currently in place and their responsibilities to support Pacific wellbeing, as set out in the paper under SWC-22-SUB-0051:

10.1 Pacific Wellbeing Ministers Working Group;

10.2 Pacific Wellbeing Chief Executives Group;

10.3 Lalanga Fou Deputy Chief Executives Group;

10.4 Lalanga Fou Working Group;

11 s9(2)(f)(iv) [Redacted text block]

12 **noted** that the Ministry for Pacific Peoples will continue to extend the use and delivery of the refreshed Kapasa and Yavu Pacific cultural capability tools, supplemented and enriched by community cultural experiences;

13 s9(2)(f)(iv) [Redacted text block]

Rachel Clarke  
Committee Secretary

**Present:**

- Hon Kelvin Davis
- Hon Dr Megan Woods
- Hon Chris Hipkins
- Hon Carmel Sepuloni (Chair)
- Hon Andrew Little
- Hon Poto Williams
- Hon Jan Tinetti
- Hon Dr Ayesha Verrall
- Hon Aupito William Sio
- Hon Meka Whaitiri
- Hon Priyanca Radhakrishnan

**Officials present from:**

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



# Cabinet

## Minute of Decision

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### Report of the Cabinet Social Wellbeing Committee: Period Ended 1 April 22

On 4 April 2022, Cabinet made the following decisions on the work of the Cabinet Social Wellbeing Committee for the period ended 1 April 2022:

out of scope	[Redacted]	[Redacted]
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SWC-22-MIN-0051	<b>All-of-Government Pacific Wellbeing Strategy: Report Back</b> Portfolio: Pacific Peoples	CONFIRMED
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out of scope	[Redacted]	[Redacted]
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[Redacted]	[Redacted]	[Redacted]
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[Redacted]	[Redacted]	[Redacted]
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Portfolio: Children

out of scope

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Michael Webster  
Secretary of the Cabinet

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