



# PACIFIC WELLBEING STRATEGY

WEAVING ALL-OF-GOVERNMENT

**PROGRESSING  
LALANGA FOU**



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Welcome from the Secretary for

Pacific Peoples

Laulu Mac Leanae

# ACKNOWLEDGEMENTS TO AOTEAROA

**Fakafetai lahi lele, Fakaauē lahi oue tulou, Meitaki atupaka, Fa’afetai tele lava, Mālō ‘aupito, Fakafetai lasi, Vinaka vaka levu, Fāiākse’ea, Kam rabwa, Ngā mihi nui and a warm Pacific thank you from the Ministry for Pacific Peoples.**

The Ministry for Pacific Peoples wholeheartedly thanks Pacific communities and Pacific Aotearoa for sharing your stories of strength, resilience, and success with us. The gift of your voices has brought this Pacific Wellbeing Strategy to life and will continue to hold us to account.

Your aspirations for life in Aotearoa and in the world formed the Lalanga Fou goals and the Pacific Aotearoa vision that has enabled government to develop the All-of-Government Pacific Wellbeing Strategy among many other key Pacific-centric, Pacific-focused and Pacific-inspired work programmes within the Ministry and across the system. This is a true testament to what we can all achieve together and in partnership with our Pacific communities to improve wellbeing outcomes now, and well into the future.

This publication of the All-of-Government Pacific Wellbeing Strategy is our luvā back to you. The development of the All-of-Government Pacific Wellbeing Strategy has been strongly supported by our key Lalanga Fou agencies: Ministries for/of Business, Innovation and Employment; Culture and Heritage; Education; Health; Housing and Urban Development; Social Development; Kāinga Ora; Oranga Tamariki; Te Puna Aonui and the Treasury. As implementation of our Pacific wellbeing journey continues, we will strive to translate our collective efforts into tangible outcomes for our Pacific communities.



# 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 across Aotearoa 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 one thing stood out: that, time and time again, Pacific communities have innovated and created solutions to many of the complex social and economic problems we face. These invaluable skills of innovation and problem solving are so relevant today given the global challenges that we face and will continue to face into the future.

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 how government does its work to maximum effect in four areas:

- » **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

## SECRETARY FOR PACIFIC PEOPLES - LAULU MAC LEUANAE

We have been working hard, building a new foundation to support lasting prosperity for Pacific peoples living in Aotearoa, creating, and delivering the best opportunities for the needs and wellbeing of our Pacific communities. Our vision of a confident, more resilient, and more prosperous Pacific community in Aotearoa is designed, not just in economic terms, but by the good we support in people's lives. To do this need to establish new ways of working across government to answer the call to action from Pacific communities. The All-of-Government Pacific Wellbeing Strategy is our answer to this call.

The Lalanga Fou goals will keep driving our priorities as a Ministry until we achieve them, particularly as COVID-19 still weaves its way into our lives. On the plus side, we have learned and shared community insights that have enabled better outcomes across many sectors such as education, health, employment and housing. I am proud to lead the Ministry for Pacific Peoples in this exciting and significant work.

Whenever we talk with Pacific communities, there is always a strong focus on collective action and translating that into tangible results. Pacific peoples are the owners of their languages, cultures and identities, which is why the All-of-Government Pacific Wellbeing Strategy is grounded in Pacific values and has Pacific communities at its heart.

The All-of-Government Pacific Wellbeing Strategy is the flagship strategy for this Ministry and the way that we can align all of our key activities to achieving our Lalanga Fou goals – such as our Pacific Employment Action Plan, Pacific Languages Strategy, economic development and service delivery, as well as our housing initiatives. I am delighted that the work we do ensures that Pacific communities are heard and can contribute to driving meaningful change.

As a system leader for Pacific peoples, I am humbled and grateful to our agency partners that support Pacific wellbeing across our current governance arrangements:

- » **Pacific Wellbeing Ministers Working Group**
- » **Pacific Wellbeing Chief Executives**
- » **Lalanga Fou Deputy Chief Executives**
- » **Lalanga Fou Working Group.**

I would like to thank our Lalanga Fou agencies<sup>1</sup> for their ongoing support and commitment to championing the All-of-Government Pacific Wellbeing Strategy alongside our Pacific communities. For our Pacific communities, I want to acknowledge your strength, resilience and innovative solutions in times of great need, and I look forward to walking side-by-side on this wellbeing journey together - *nothing about us, without us.*

**Laulu Mac Leuanae**

*Secretary for Pacific Peoples*

<sup>1</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; Te Puna Aonui and the Treasury.



# PACIFIC COMMUNITIES' CALL TO ACTION

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



## 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'ia 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.

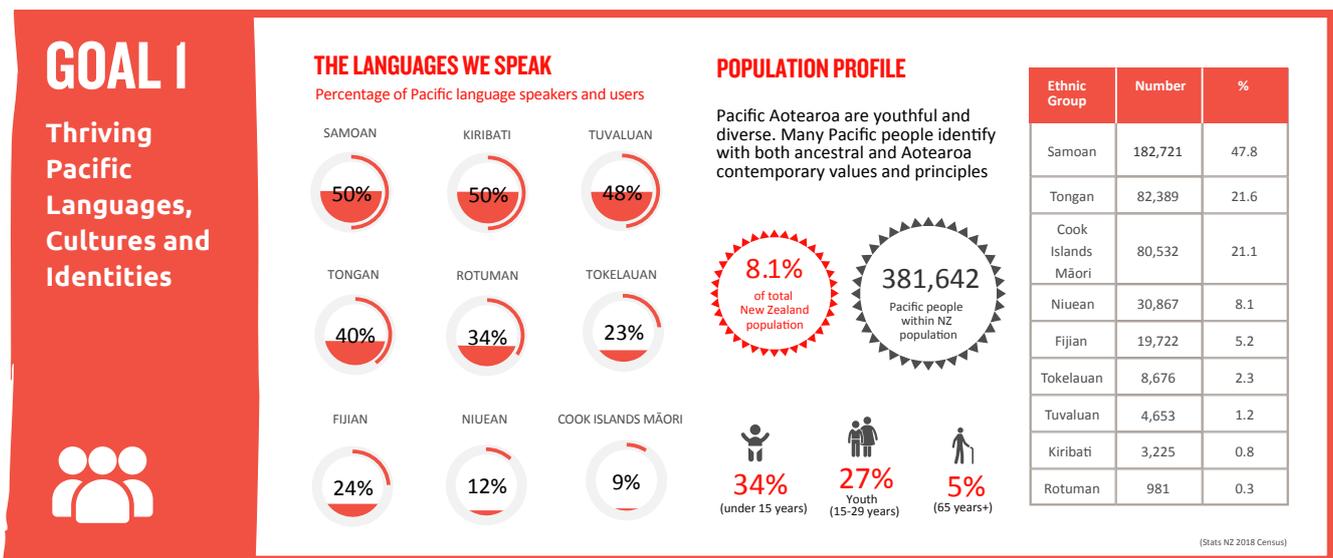
### **For wellbeing to happen in our future**

We have heard that intergenerational wellbeing thrives when the breadth and multiple dimensions of Pacific Aotearoa are included. We were reminded that acts of restoration are necessary 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 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 that we have created, and not with the people.

The All-of-Government Pacific Wellbeing Strategy focuses on levers for change at a system level – specifically the systems of Government. This Strategy has been intentionally 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

(Education Counts, 2020)

BACHELORS DEGREES OR HIGHER

15%  
PACIFIC

18%  
MĀORI

34%  
EUROPEAN

#### 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 weave together and strengthen Pacific wellbeing strategic leadership, advice, policies and programmes across All-of-Government to realise the Lalanga Fou vision and goals. This Strategy includes four interconnected focus areas that have been identified and validated with Pacific communities. These will act as system levers for government to enable community partnerships 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.

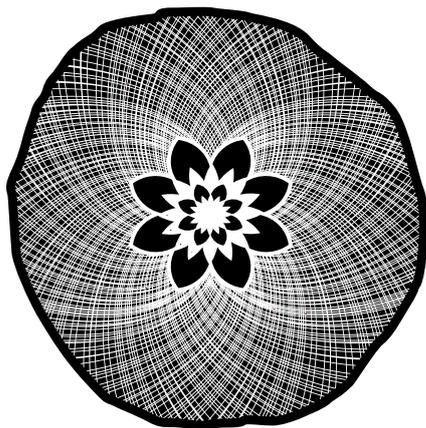
WEAVING ALL-OF-GOVERNMENT

PRINCIPLES HOLD AND GROUND US

# SYMBOLOLOGY FOR THE STRATEGY FOCUS AREAS

## Lalaga Potu

PACIFIC CULTURAL VALUES & PRINCIPLES

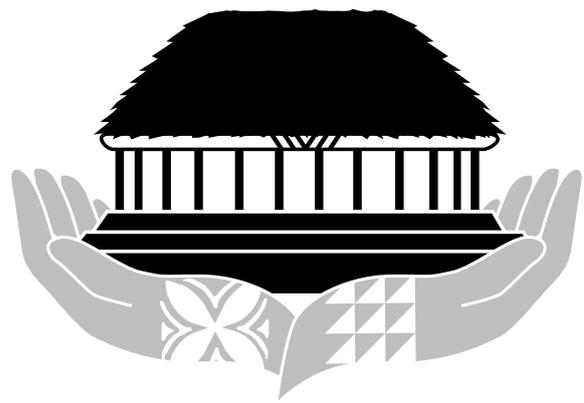


### Lalaga Potu

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

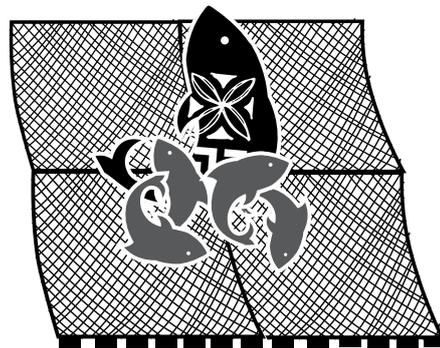
Over 1000 years ago Pacific navigators with their environmental knowledge of the stars, sun, moon, wind and sea swell patterns, birds, fish, dolphins and whales successfully settled the vastest ocean in the world. An ocean that covers a third of the earth's surface.

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.

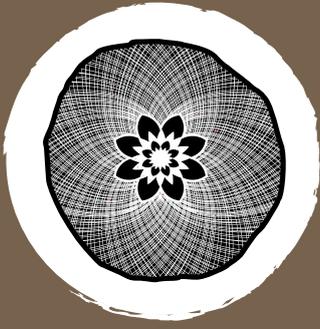
# Te Kupega

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>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.

### 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, more information can be found in Appendix A. These strands have shared whakapapa and history and are being woven together in this focus area to form the foundations of this Strategy.

There are, and will continue to be, many opportunities to progress the work of embedding Pacific values throughout government. This focus area safeguards Pacific cultural values and principles as the foundations of this Strategy, and supports the application of Pacific knowledge systems and experiences, cultural customs and values to its implementation.

The Kapasa Pacific Policy Analysis and Yavu Foundations of Pacific Engagement tools provide specific examples of putting Pacific cultural values into practice and driving positive change for Pacific peoples; both tools play distinct roles in directly and explicitly supporting the utilisation of Pacific cultural values in the work of government. These tools are small steps along this Pacific wellbeing journey and will be built on and added to through collaboration across Government and partnerships with Pacific peoples. This focus area will contribute to the use and further development of tools, initiatives and programmes to enable a values-based approach to supporting Pacific wellbeing.

### **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	Multi-ethnic and individual Pacific cultures, identities and experiences are recognised, understood and celebrated
	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	Contributions of Pacific peoples, including Pacific youth, to Aotearoa are 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 to socialise and weave Pacific values and principles into policy, programmes and behaviour are identified - starting with Lalanga Fou agencies	Vā is established between Government and Pacific communities and Pacific peoples have effective interactions with the system
		Tools and processes to support a values-based approach to Strategy implementation are well defined and resourced	The ‘Pacific Cultural Values and Principles’ approach in this Strategy is extended 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

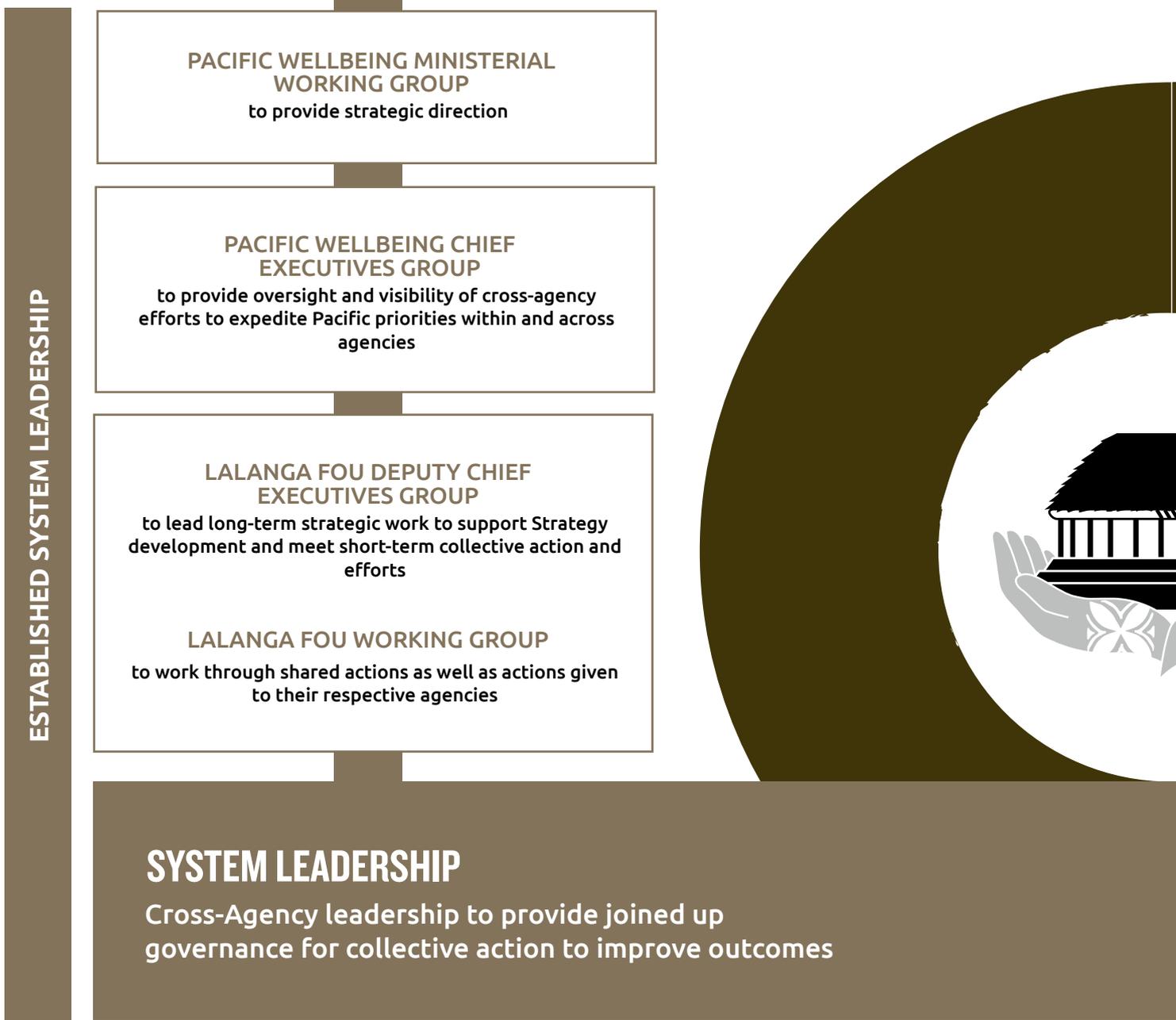
Pacific communities also acknowledged that Pacific leadership is required, that Pacific Aotearoa is not a homogenous group, and that Pacific communities have answers and solutions that can carry across All-of-Government.

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.

# PARTNERSHIP AND GOVERNANCE OVERVIEW

This focus area is a critical strategic opportunity to support system leadership, partnerships between All-of-Government and Pacific peoples, and collective action

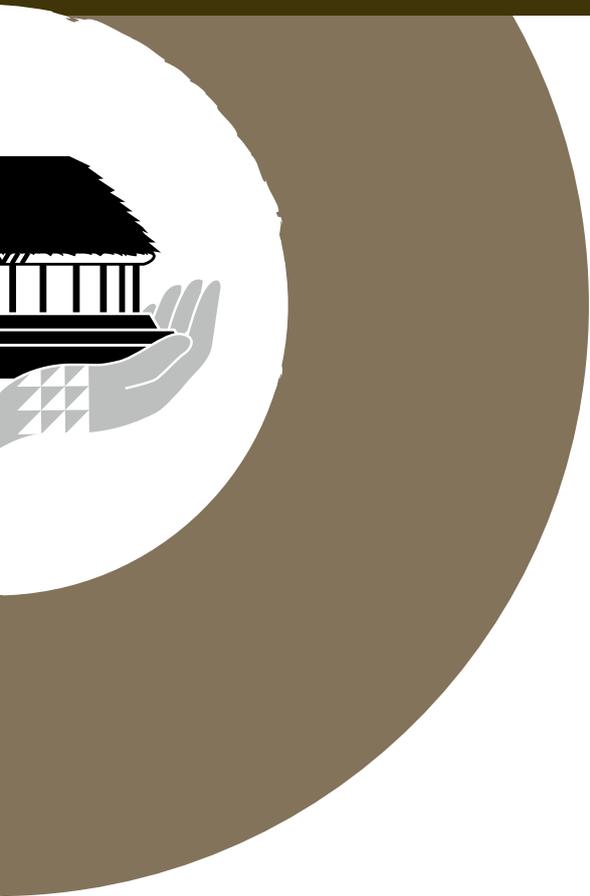


\*The Ministry for Pacific Peoples is the lead agency and provides secretariat support.

\*\*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; Te Puna Aonui and the Treasury.

## COMMUNITY PARTNERSHIP

Co-create a partnership model to strengthen and enable Pacific leadership and wellbeing to thrive and endure over time.



### COMMUNITY EXPECTATIONS OF PARTNERSHIP WITH GOVERNMENT

- 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.
- Heal and restore Pacific communities as a whole.
- Embody Pacific values in practice.
- Be accountable, transparent, reciprocal, accessible, and responsive to all Pacific communities.

### PRIORITY GROUPS

To ensure the model represents the diversity and intersectionality across and within Pacific communities with strong grassroots ethnic-specific and regional communities and networks.

This should include representation from priority groups: Realm nations, Pacific women, Pacific young people, Pacific disabled people, and Pacific Rainbow+ people.

TO CO-CREATE WITH PACIFIC COMMUNITIES

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 with Pacific communities explored	Formal partnership model with Pacific communities and All-of-Government is established with clear responsibilities and obligations for making progressive steps to improving outcomes	Vā is established between Government and Pacific communities and Pacific peoples have effective interactions with the system
			Multi-ethnic and individual Pacific cultures, identities and experiences are recognised, understood and celebrated
	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	
Pacific communities have greater ownership of, and input to, government plans and initiatives and see themselves reflected			





# 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. Pacific communities seek a high performing system that evolves to meet the changing needs and aspirations of Pacific peoples over 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** our collective efforts against a consistent framework that reflects the aspirations of Pacific communities as captured in the Lalanga Fou report.
- **Measuring** the impact of our collective efforts to achieve excellence for Pacific communities, support equitable wellbeing outcomes, and maximise return on investment for Government.

## Improving system performance: 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).

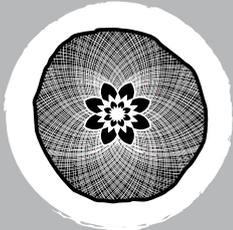
Pacific communities are excited to see a consistent expression of their needs and aspirations that will be applied by All-of-Government and backed up by tangible measures of impact.

# 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

## STRATEGY FOCUS AREAS

## FOCUS AREA SYSTEM SHIFTS



### LALAGA POTU

PACIFIC CULTURAL VALUES AND PRINCIPLES

PACIFIC CULTURAL VALUES-BASED APPROACH

PRINCIPLES TO GUIDE GOVERNMENT



### FALE FONO

PARTNERSHIP AND GOVERNANCE

COMMUNITY PARTNERSHIPS

STRATEGIC SYSTEM LEADERSHIP

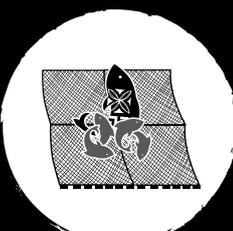


### VAKA MOANA

PERFORMANCE AND IMPROVEMENT

PACIFIC WELLBEING OUTCOMES MEASUREMENT AND IMPACT

JOINED UP COLLECTIVE ACTION AND INVESTMENT



### TE KUPEGA

CAPABILITY

SKILLED PACIFIC WORKFORCE AND LEADERSHIP PATHWAYS

PACIFIC CULTURAL COMPETENCY IN THE PUBLIC SECTOR

INITIATIVES AND PROGRAMMES ACROSS GOVERNMENT

PACIFIC CULTURAL VALUES HOLD AND GROUND US

OUTCOMES FOR PACIFIC COMMUNITIES

LALANGA FOU GOALS

PACIFIC AOTEAROA VISION

ALL PACIFIC IDENTITIES UNDERSTOOD

DIVERSITY ACCEPTED AND CELEBRATED

PACIFIC LANGUAGES AND CULTURES ARE VALUED, ACCESSIBLE AND FOSTERED

MORE PACIFIC PEOPLES PARTICIPATE IN THEIR CULTURAL ACTIVITIES

MVPFAFF+ / LGBTQIA+ PEOPLE SUPPORTED

AFFORDABLE AND SUITABLE HOUSING

CONTRIBUTION OF PACIFIC PEOPLES TO AOTEAROA VALUED

IMPROVED LABOUR MARKET PARTICIPATION

WEALTH AND BUSINESS OWNERSHIP

IMPROVED PATHWAYS TO RESIDENCE

PACIFIC CENTRIC DESIGN AND DELIVERY

INTEGRATED PREVENTION

IMPROVED HEALTH

IMPROVED MENTAL HEALTH AND WELLBEING

DISABLED PEOPLE SUPPORTED

PACIFIC YOUTH SUPPORTED, CONFIDENT AND CONTRIBUTING

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**

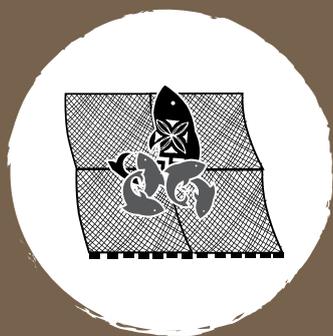
PACIFIC CULTURAL VALUES HOLD AND GROUND US

## 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	Contributions of Pacific peoples, including Pacific youth, to Aotearoa are 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

# 33 Ethnic Peoples





# 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>Multi-ethnic and individual Pacific cultures, identities and experiences are recognised, understood and celebrated</p>
		<p>Pacific communities influence and enhance government policies, strategies, plans, investment and initiatives</p>	<p>Contributions of Pacific peoples, including Pacific youth, to Aotearoa are 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 cultures and languages</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

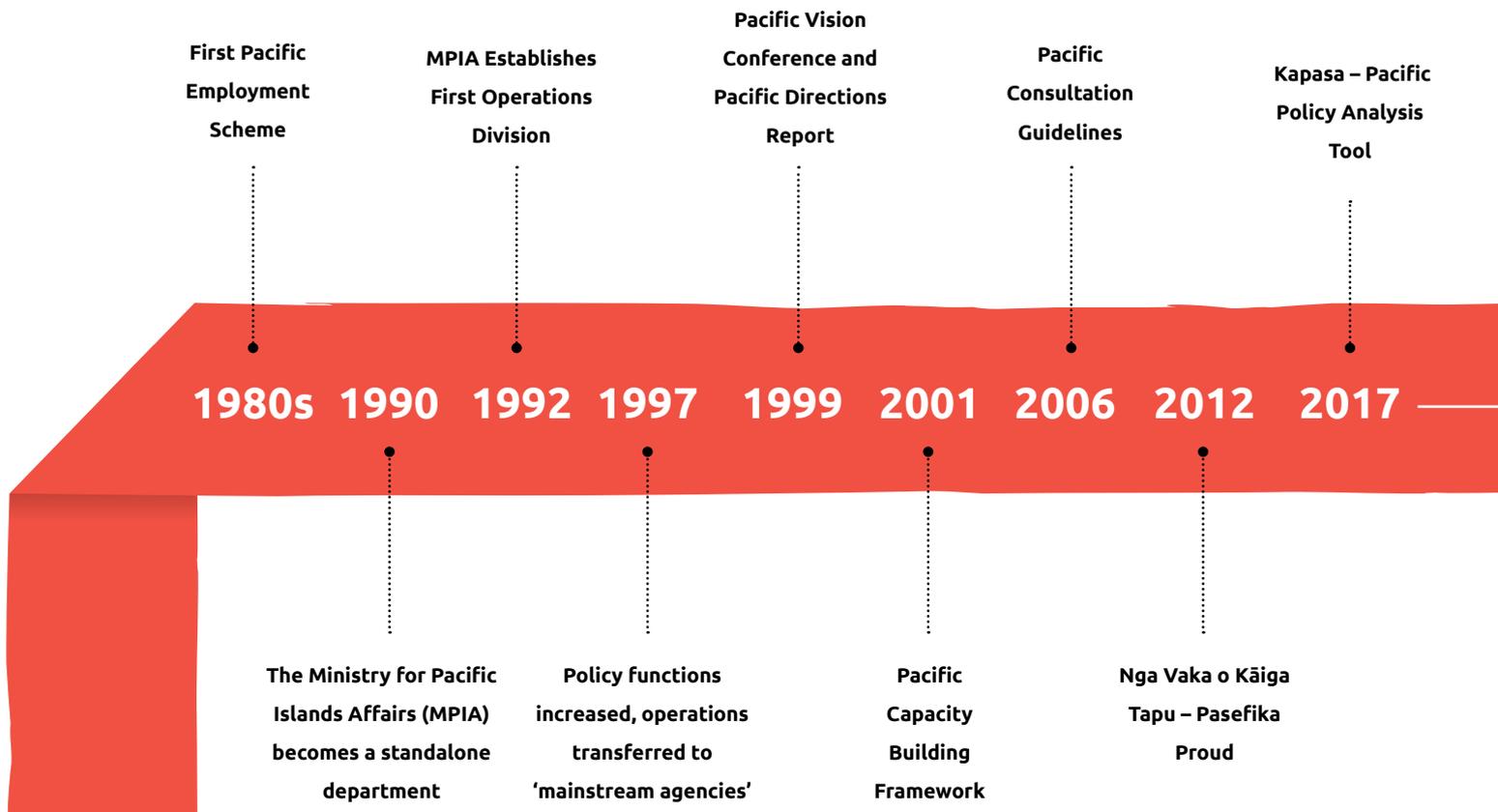
## PACIFIC AOTEAROA TODAY OUR PRESENT

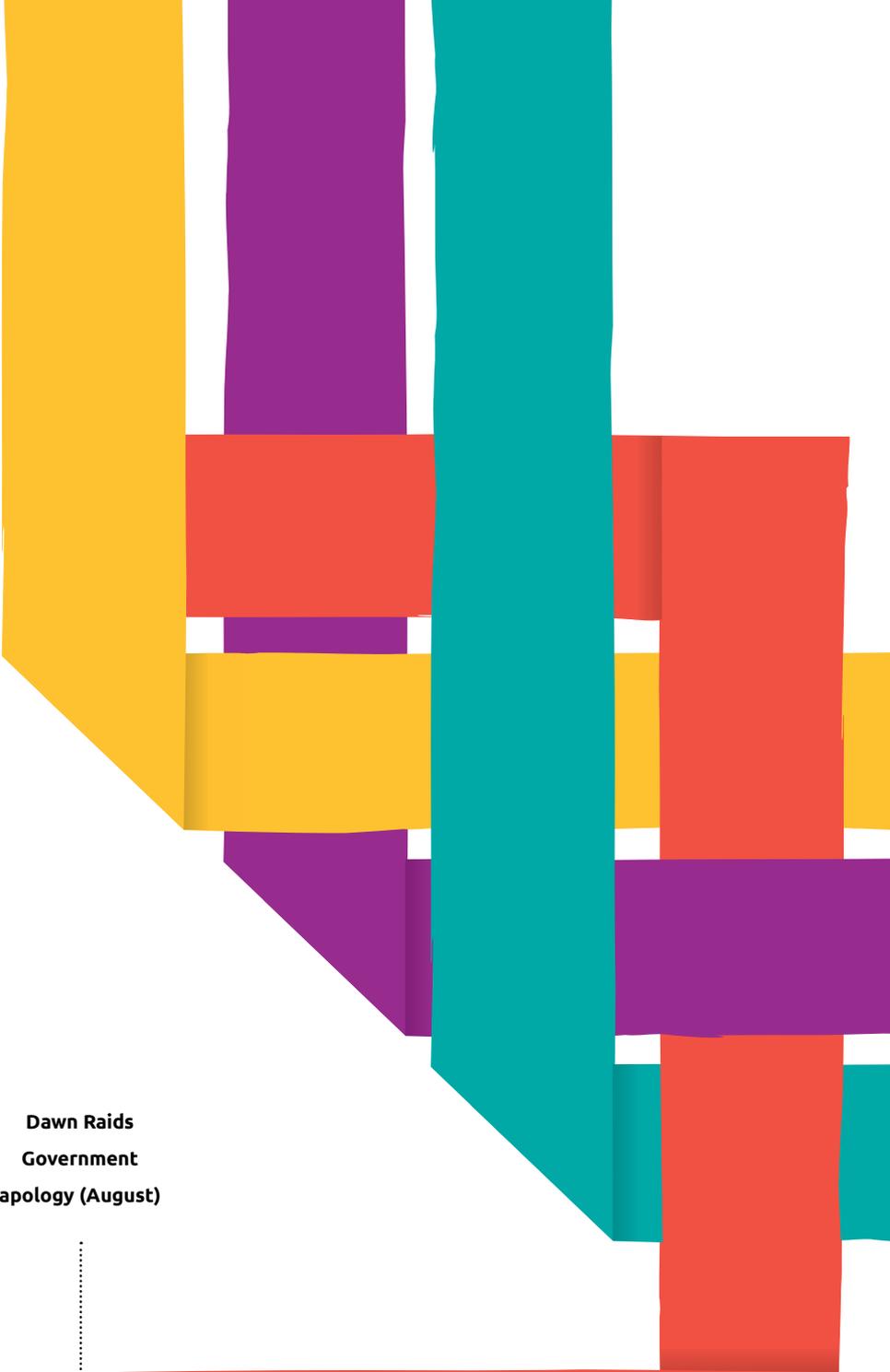
Pacific peoples continued to demonstrate a commitment to Aotearoa New Zealand following waves of migration and settlement in the 1970s and 1980s. Multiple generations or seeds of Pacific peoples have been sown here in Aotearoa. Pacific peoples are rooted in Aotearoa New Zealand’s history – past, present,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

The Ministry is driving a remarkable increase in investment and initiatives to shift the system, and make a dent in these persistent inequities. The timeline below shows milestone events in Public Policy that has and will directly impact Pacific communities in Aotearoa.





**Yavu – Foundations of Pacific Engagement Tool**

**Pacific Wellbeing Strategy talanoa series**

**Dawn Raids Government apology (August)**

**2018**

**2021**

**Budget 19/20/21**

**2021**

**2022**

**Pacific Aotearoa Summit and Lalanga Fou Report published**

**Increased Pacific Wellbeing Investment**

**Pacific Wellbeing Strategy update presented to Cabinet (September)**

**Pacific Employment Action Plan approved by Cabinet (September)**

**First Pacific Languages Unit launched (November)**

**All-of-Government Pacific Wellbeing Strategy: Report Back approved by Cabinet (April)**

**Pacific Languages Strategy (2022 - 2032) approved by Cabinet (May)**

**Fale mo Aiga Pacific Housing Strategy and Action Plan 2021-2030 endorsed by Cabinet (September)**

## APPENDIX B

## JOURNEY OF PACIFIC PEOPLES IN NEW ZEALAND



## Pre-1950s

Population:  
2,159 (1945)

**1901:**  
Cook Islands and Niue became colonial territories of New Zealand.

**1914:**  
Pacific men enlisted by the New Zealand Armed Forces during both world wars as part of a contingent of the Māori Battalion.

Western Samoa subject to colonial occupation and administration by New Zealand.

**1925:**  
Felix Leavai, a Samoan is one of the first Pacific people to be naturalised.

**1945:**  
New Zealand Government Scholarship Scheme established to offer educational opportunities for Pacific peoples.

**1947:**  
PICC first Pacific church founded in Newton, Auckland.

**1948:**  
The Tokelau Act of 1948 passed sovereignty of the Pacific territory of Tokelau to New Zealand.

**1921–1946:**  
Samoa administered by New Zealand under a League of Nations mandate.

**1947–1962:**  
Samoa administered by New Zealand under a United Nations Trusteeship.

## 1950s

Population:  
8,103 (1956)

Pacific labour recruited directly to work in New Zealand's rural primary industries.

The Pacific population in New Zealand continues to rise, and Pacific churches are established.

Pacific peoples sporting talent recognised: The PIC Netball Club forms a Pan-Pacific netball team, including players from most Pacific Island nations and Tau Leota wins the New Zealand Light Heavyweight Title.

## 1960s

Population:  
26,271 (1966)

The Pacific population becomes more significant, especially in industrial areas.

The Tokelau Resettlement Scheme is implemented.

Pacific Island School Journals published by the Department of Education.

**1962:**  
Samoa gains independence.

**1962 – to date:**  
New Zealand and Samoa maintain a Treaty of Friendship.

**1965:**  
Cook Islands becomes self-governing in free association with New Zealand.

## 1970s

Population:  
61,354 (1976)

**1974:**  
Niue becomes self-governing in free association with New Zealand.

**1976:**  
High unemployment and recession leads to tightening of immigration policies. 'Dawn raids' take place and Pacific 'overstayers' deported.

Falema'i Lesā challenges immigration policies and successfully takes the case to the Privy Council in London.

Pacific advisory councils and associations are formed reflecting Pacific peoples' desire to have a voice.

A contemporary 'Pacific Sound' becomes commercially recognised as the Yandall Sisters appear on countless television shows.

**1977:**  
P.A.C.I.F.I.C.A Inc established.

**1978:**  
The Pacific Islanders Education Resource Centre opens in Herne Bay, Auckland.

**1979:**  
Tala Cleverley becomes first Pacific person elected to local government in Wellington, New Zealand.

Pacific peoples displayed 'akau'e'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).

## 1980s

Population:  
130,293 (1986)

**1984:**  
Pacific Island Affairs Unit established as part of the Department of Internal Affairs.

**1985:**  
Pacific Island Employment Development Schemes support viable Pacific business ventures.

**1985:**  
The Pacific Business Trust is established.

Pacific people start to move up the public sector hierarchy.

## 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 captains and international champions.

## 2000s

Population:  
265,974 (2006)

**2002:**  
A'e'au Semi Epati becomes the first Pacific District Court Judge.

NZ Government apology to Samoa.

**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'afai becomes the first MP of Tokelauan descent.

**2011:**  
Alfred Ngaro becomes the first Cook Islander to be elected to Parliament.

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 is published.

**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)**

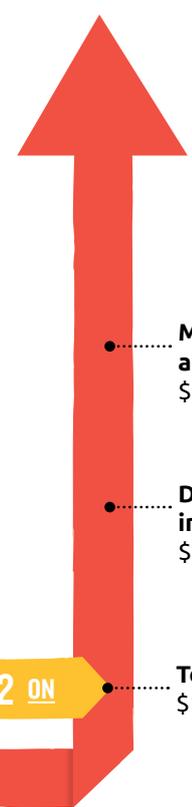
Tapasā  
\$5 million

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





**PACIFIC WELLBEING STRATEGY**  
**WEAVING ALL-OF-GOVERNMENT**  
**PROGRESSING LALANGA FOU**