

PACIFIC WELLBEING OUTCOMES FRAMEWORK

BOOKLET INCLUDES:

18 LALANGA FOU PACIFIC
COMMUNITY OUTCOME AREAS

4 PACIFIC WELLBEING STRATEGY
FOCUS AREAS FOR GOVERNMENT



MINISTRY OF SOCIAL
DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA



Te Tūāpapa Kura Kāinga
Ministry of Housing and Urban Development



MINISTRY OF
HEALTH



TE TAI ŌHANGA
THE TREASURY



Ministry of Education
Te Tāhuhu o te Mātauranga



ORANGA TAMARIKI
Ministry for Children



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HIKINA WHAKATUTUKI



Kāinga Ora
Homes and Communities



Manatū
Taonga
Ministry
for Culture
& Heritage



Ministry for
Pacific
Peoples

Te Manatū mō ngā Iwi o te Moana-nui-ā-Kiwa



WHERE DID THE PACIFIC WELLBEING OUTCOMES FRAMEWORK COME FROM?

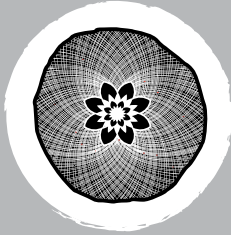
This framework is designed to give you an integrated picture of the outcomes that Pacific communities want and how government should respond to them. It includes 18 diagrams in Section A of this document that capture the aspirational community outcomes for Pacific people found in the Lalanga Fou report (summarised on the right on the next page). There are also four diagrams in Section B of this document that show what has to be done to achieve the public service system shifts as described in the Pacific Wellbeing Strategy focus areas for government (shown on the left on next page). Each diagram is based on what Pacific communities have said is important to their wellbeing and includes other current strategies and plans across government investing in Pacific people and communities. This is a living, and community informed, outcomes framework*

PACIFIC WELLBEING OUTCOMES FRAMEWORK

FOCUS AREAS FOR GOVERNMENT

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

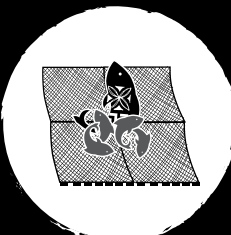


VAKA MOANA

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

LALANGA FOU OUTCOMES FOR COMMUNITIES

OUTCOMES FOR PACIFIC COMMUNITIES

LALANGA FOU GOALS

PACIFIC AOTEAROA VISION

ALL PACIFIC IDENTITIES UNDERSTOOD

DIVERSITY ACCEPTED AND CELEBRATED

PACIFIC LANGUAGES ARE SPOKEN AND CULTURES ARE 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

PACIFIC WELLBEING OUTCOMES FRAMEWORK 7 STEP METHODOLOGY*

'What's happening for Pacific communities?'

1. Measure the current situation for Pacific people (Pacific Wellbeing Dashboard).

'What do Pacific communities want to happen?'

2. Consult with Pacific communities about their vision (community outcomes identified in Lalanga Fou and Pacific consultations from other agencies).

'What are the steps needed to make this happen?'

3. Capture the Lalanga Fou vision, goals, and other agencies' strategies in a framework that clearly sets out all of the steps that need to be taken to achieve success (the Lalanga Fou Community Outcomes within the All-of-Government Pacific Wellbeing Outcomes Framework Booklet).

'How does the government system need to shift?'

4. Identify what government needs to do to improve the system (Focus Areas for Government within the All-of-Government Pacific Wellbeing Outcomes Framework Booklet).

'Acting and implementing the strategy'

5. Do the work and align investment, policies, and programmes to achieve the outcomes in the Pacific Wellbeing Outcomes Framework Booklet (using Portfolio Budget Analysis and Visual Alignment).

'What works and how can we improve how we are doing it?'

6. Evaluate impact and learn for improvement (results from the Pacific Wellbeing Monitoring, Evaluation, and Learning (MEL) Plan).

'Check in with Pacific communities to review that we are making progress'

7. Review progress with Pacific people (then amend the Pacific Wellbeing Outcomes Framework Booklet and repeat the cycle).

* This methodology is based on Dr Paul Duignan's Government Planning Approach see PaulDuignan.Consulting

SECTION A: STRATEGY DIAGRAMS FOR THE 18 LALANGA FOU COMMUNITY OUTCOMES



COMMUNITY OUTCOMES FOR LALANGA FOU GOAL AREA 1

ALL PACIFIC ETHNIC IDENTITIES UNDERSTOOD

DIVERSITY ACCEPTED AND CELEBRATED

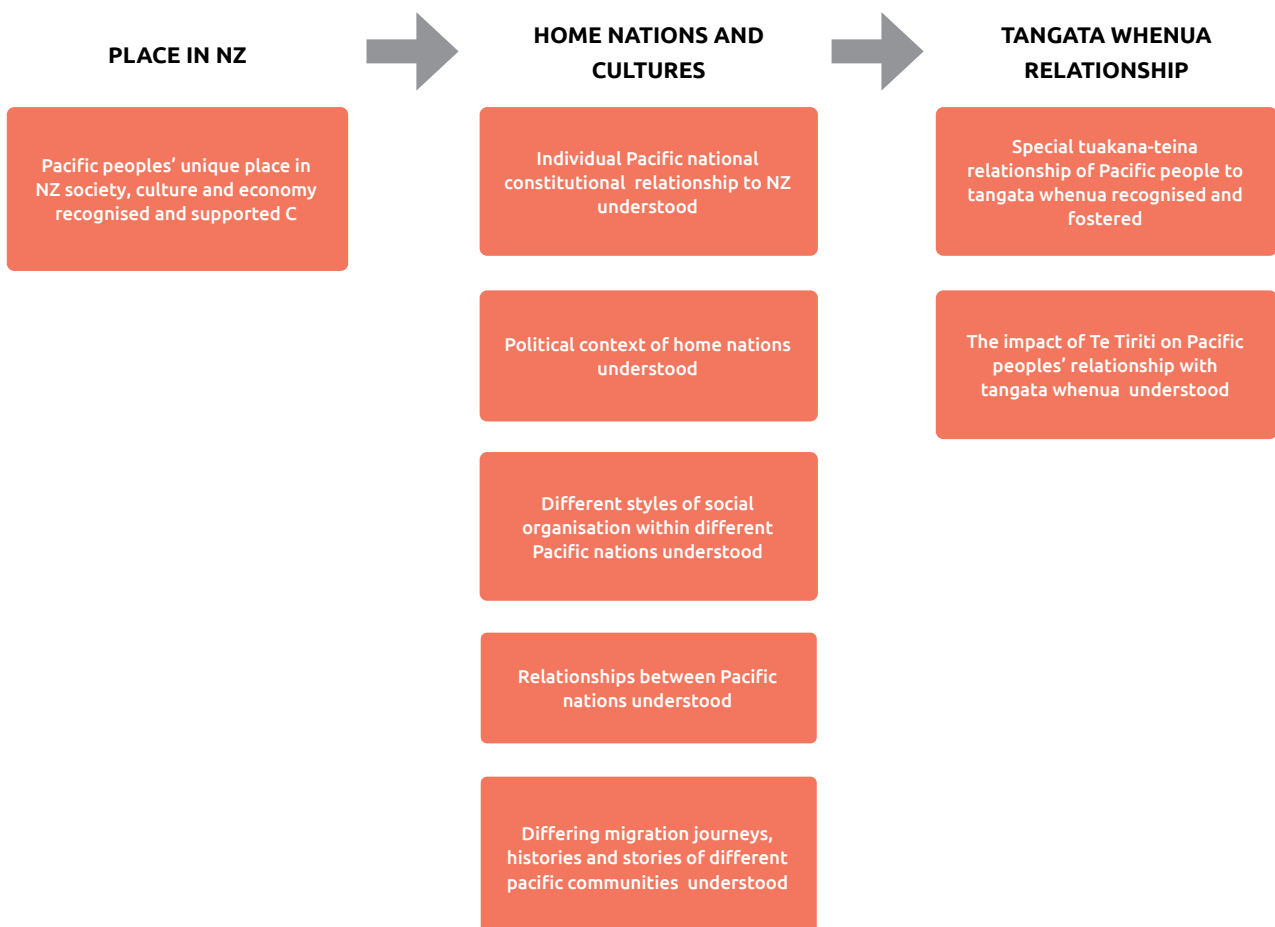
PACIFIC LANGUAGES ARE SPOKEN AND CULTURES ARE FOSTERED

MORE PACIFIC PEOPLES PARTICIPATE IN THEIR CULTURAL ACTIVITIES

MVPFAFF+ / LGBTQIA+ PEOPLE SUPPORTED

Thriving
Pacific
Languages,
Cultures and
Identities

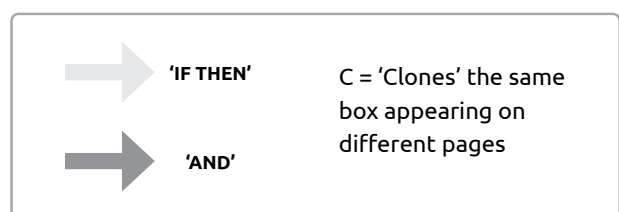
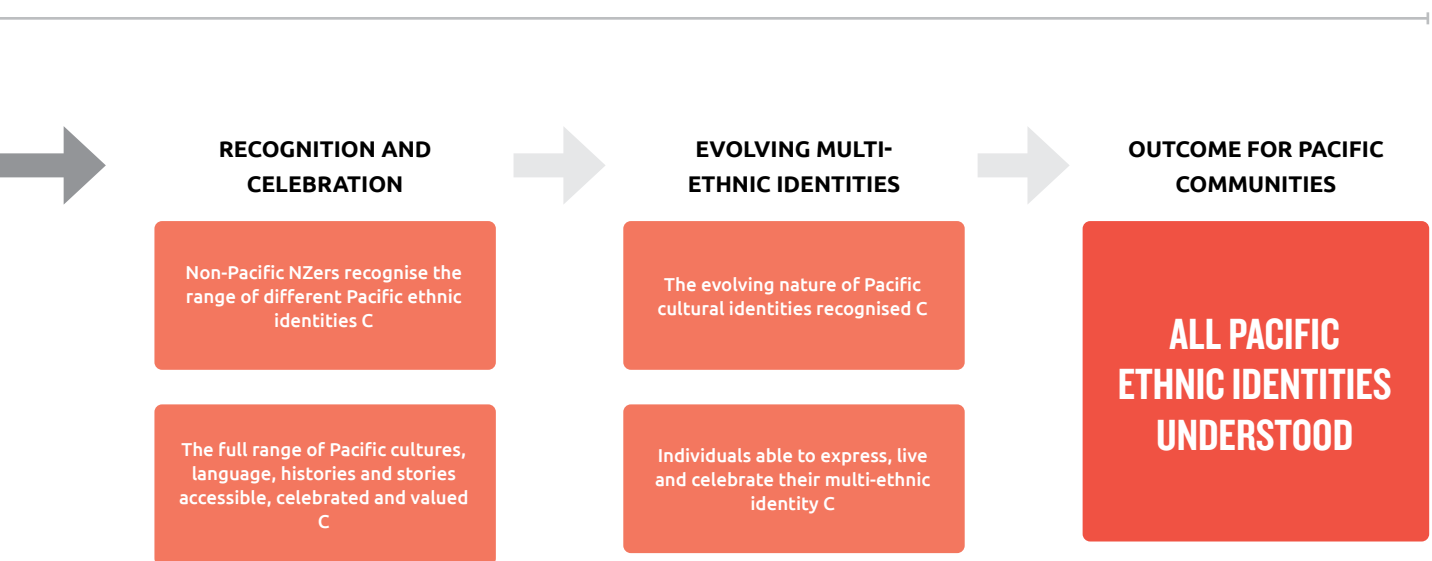
Ethnic Identities Understood



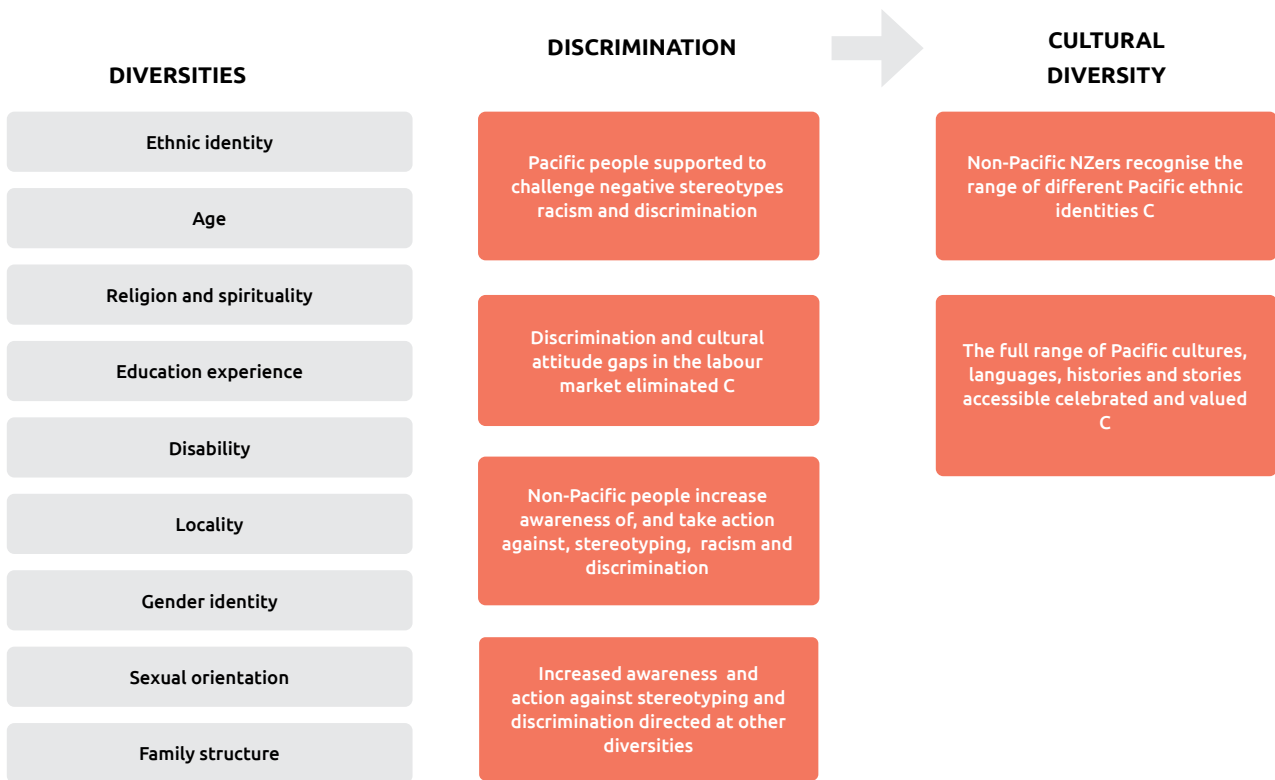
GOAL 1 Thriving Pacific Languages, Cultures and Identities

Pacific communities confirmed the importance of Pacific languages and cultures to individuals' sense of belonging and identity. They highlighted the need for less focus on deficits and more focus on both the collective and individual strengths they have, particularly with regard to their languages and cultures.

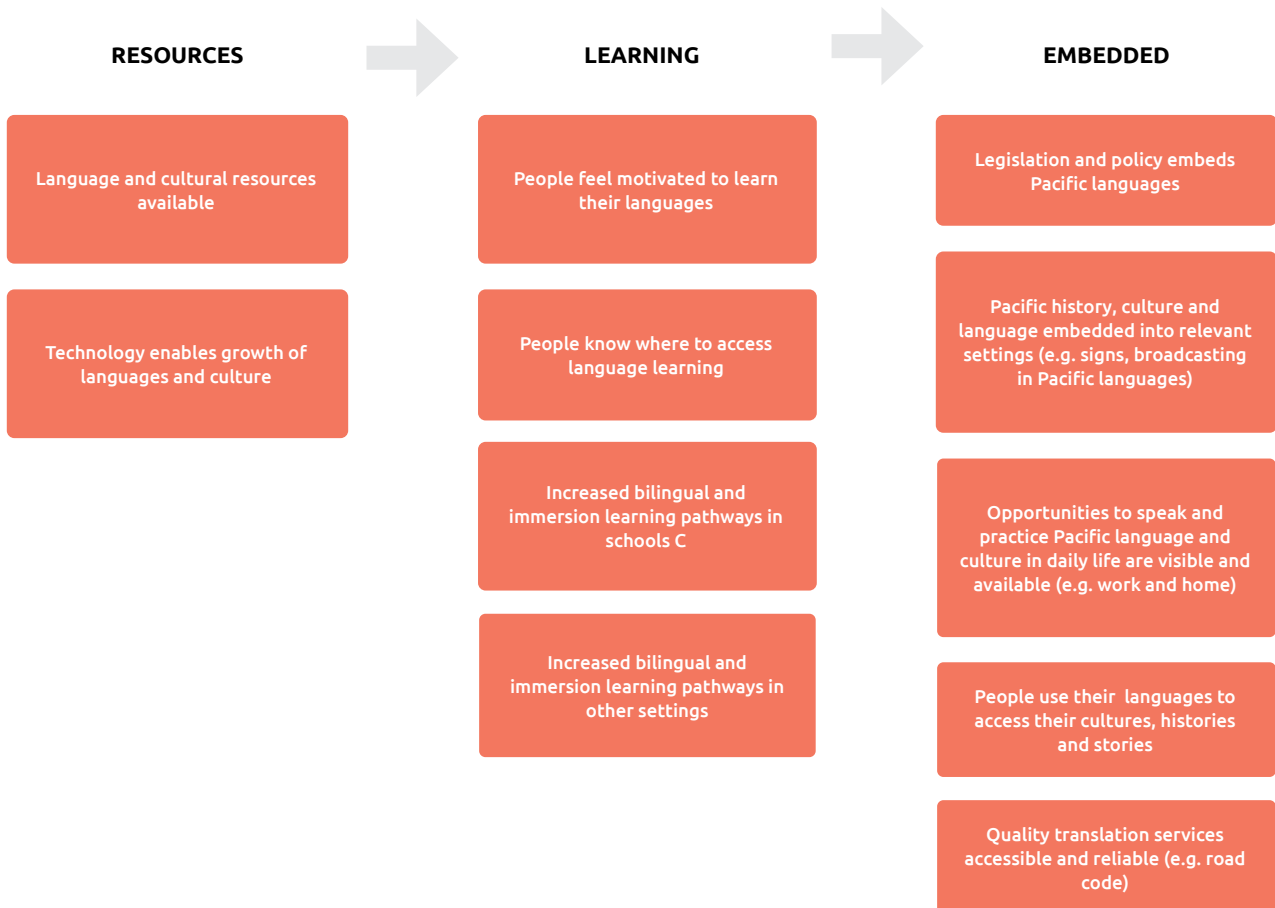
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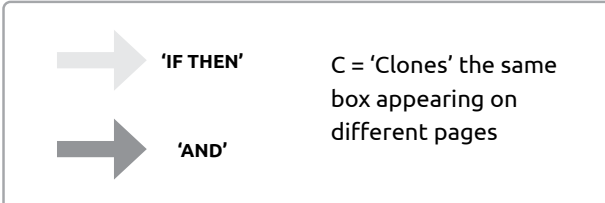
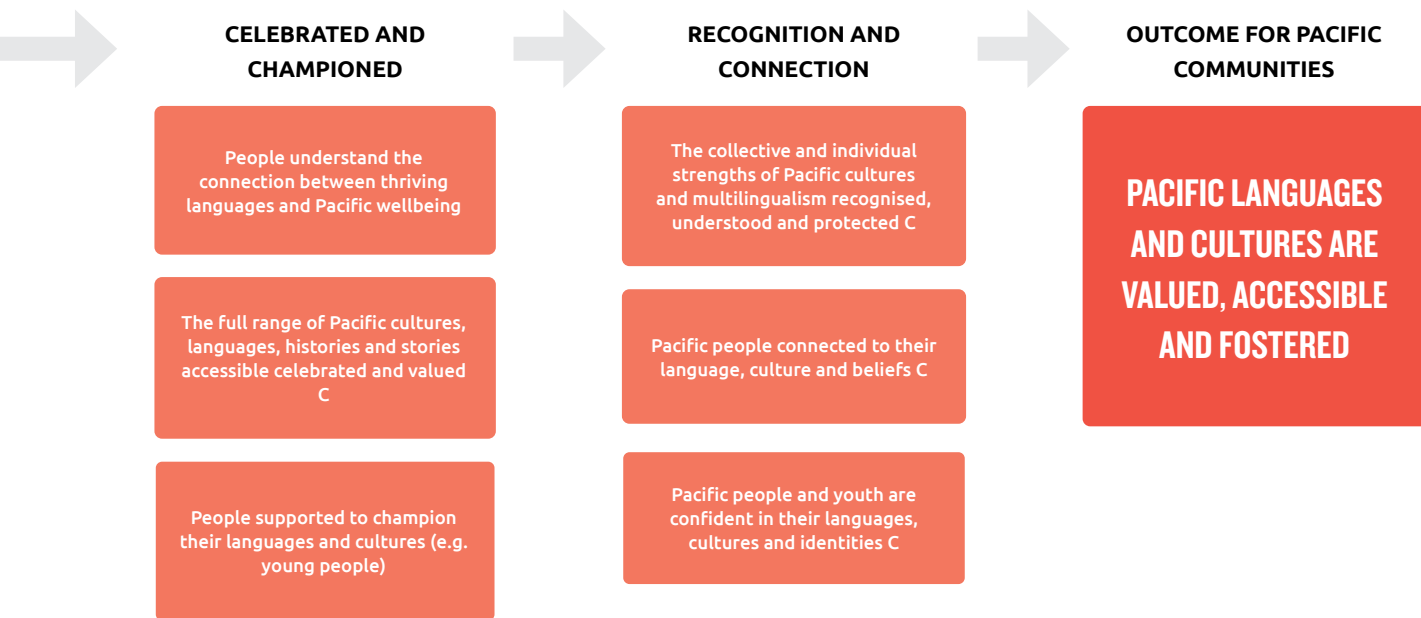
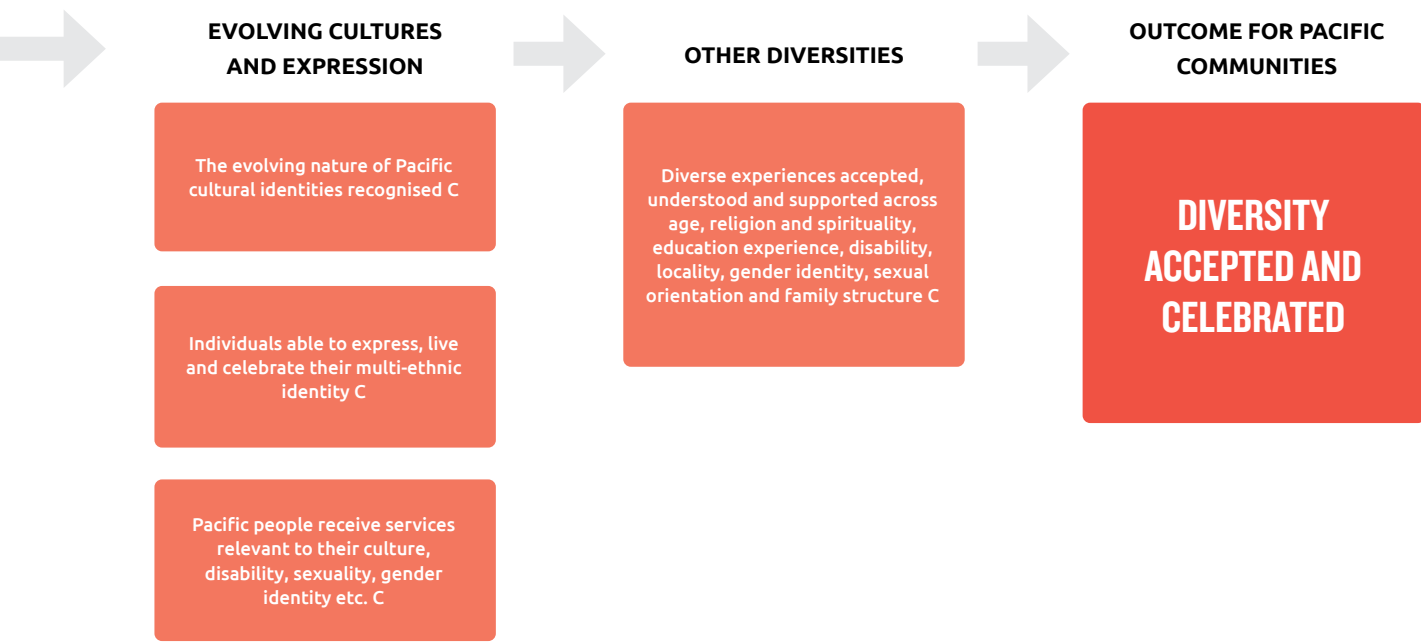


Diversity

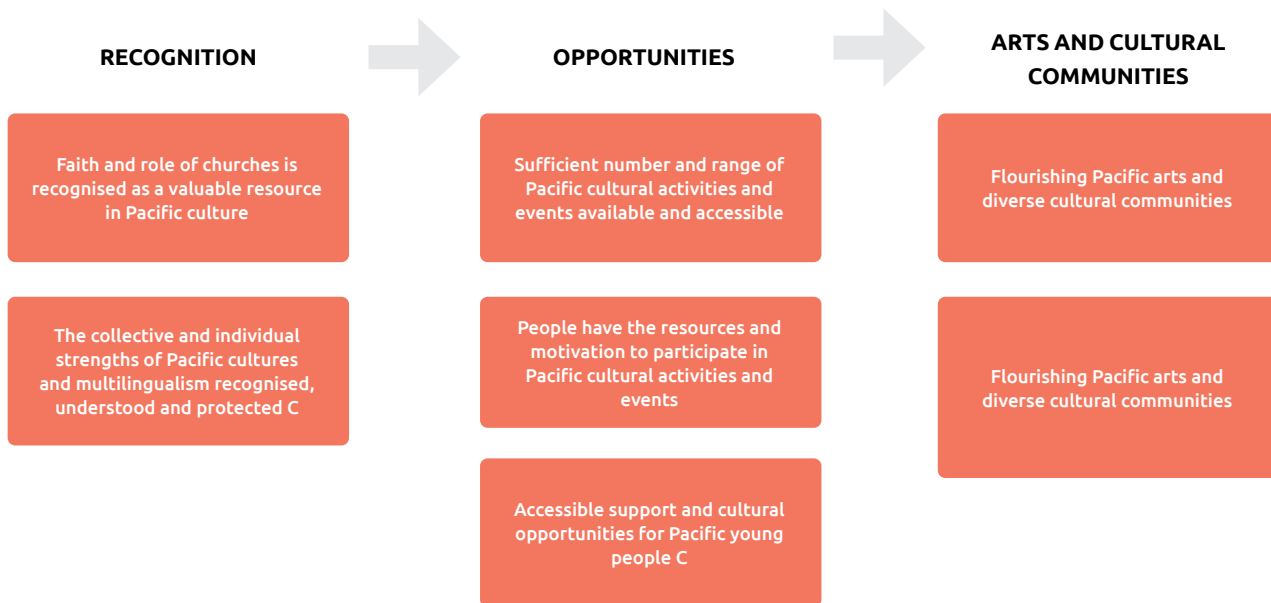


Language and Culture

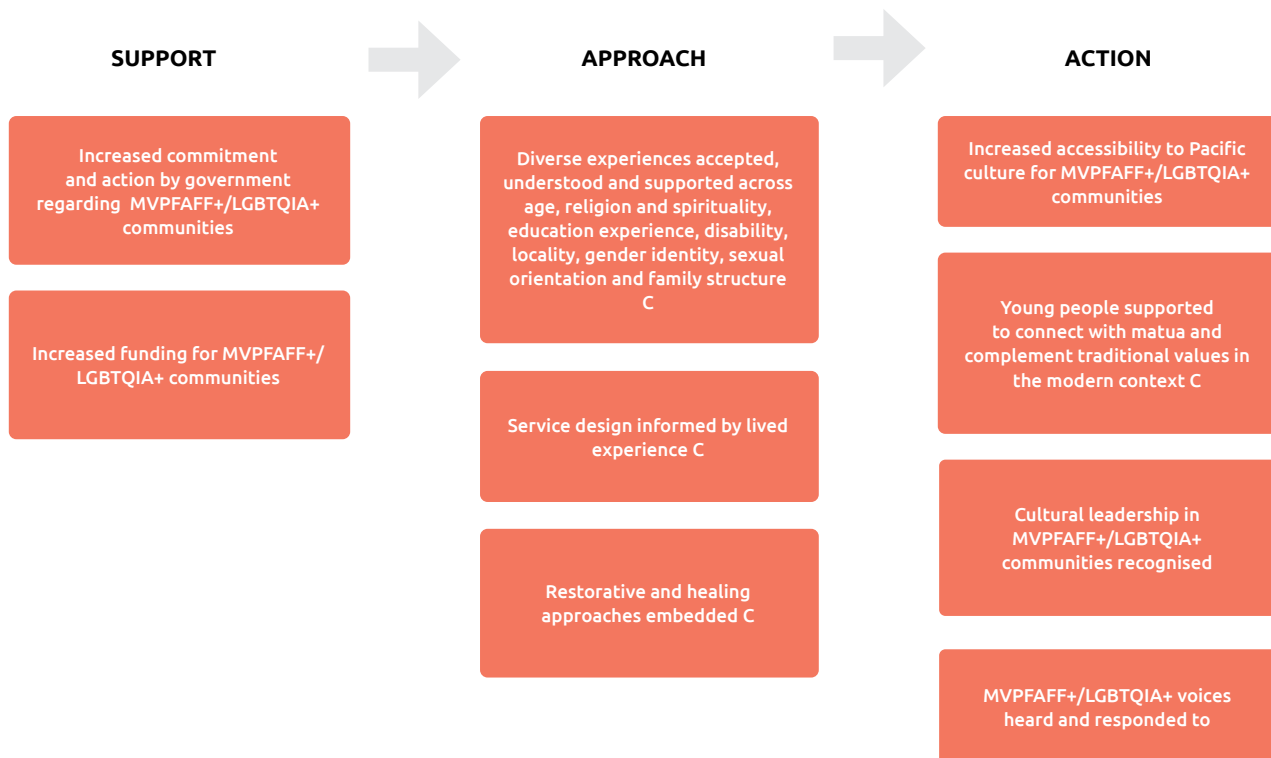


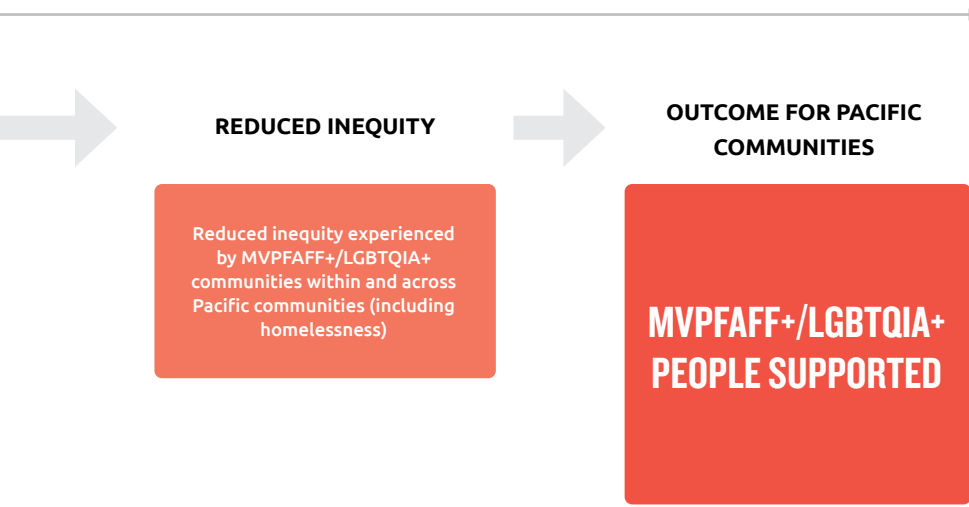
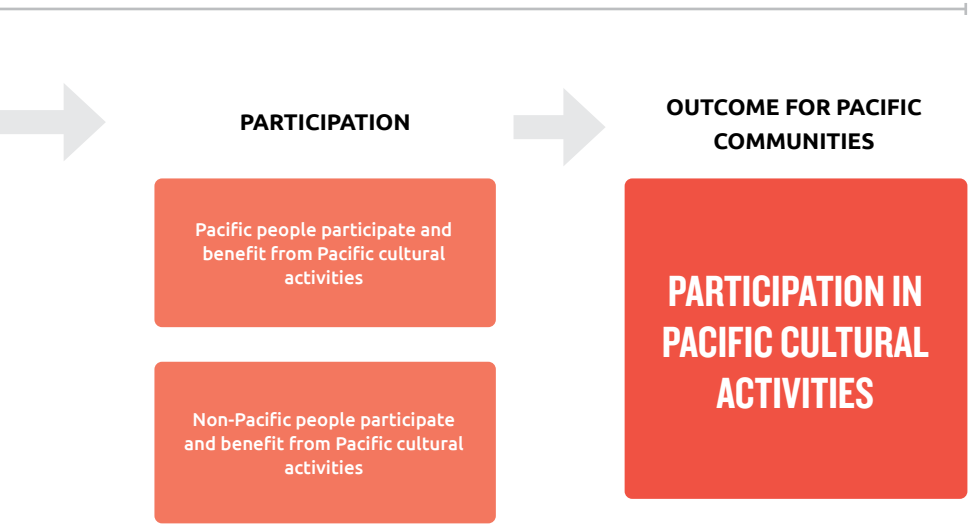




Participation in Cultural Activities



MVPFAFF+/LGBTQIA+

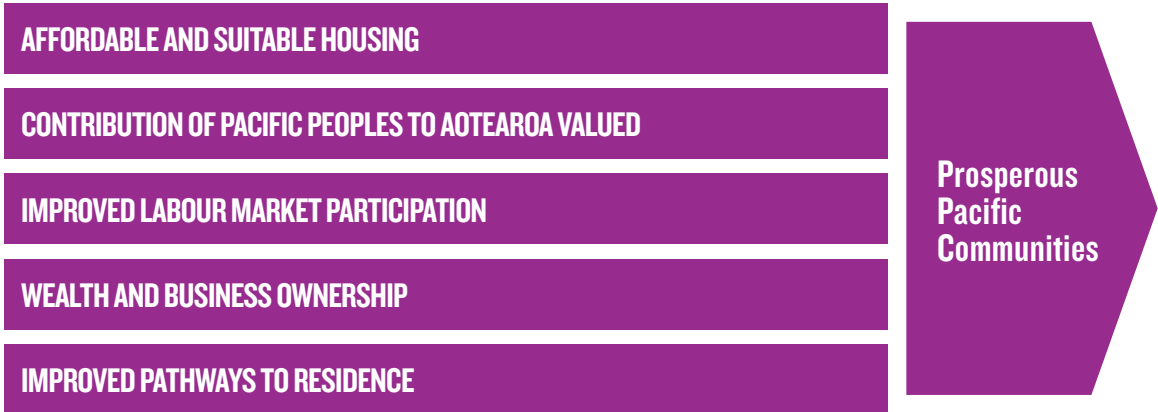




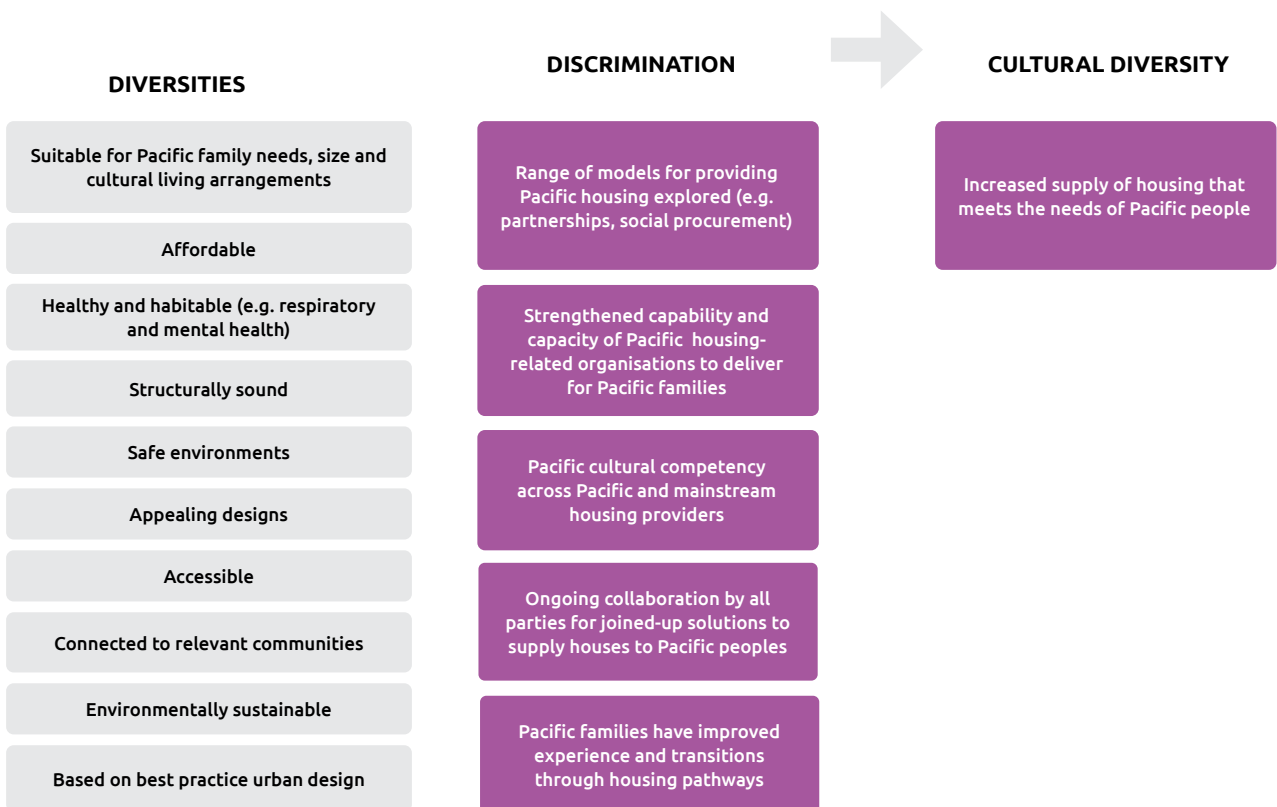
 **'IF THEN'**
 **'AND'**

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COMMUNITY OUTCOMES FOR LALANGA FOU GOAL AREA 2



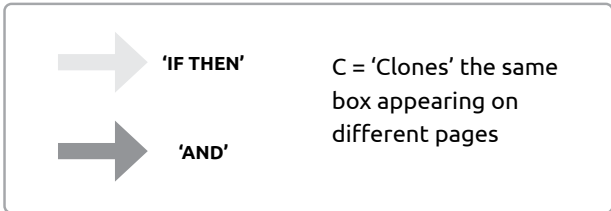
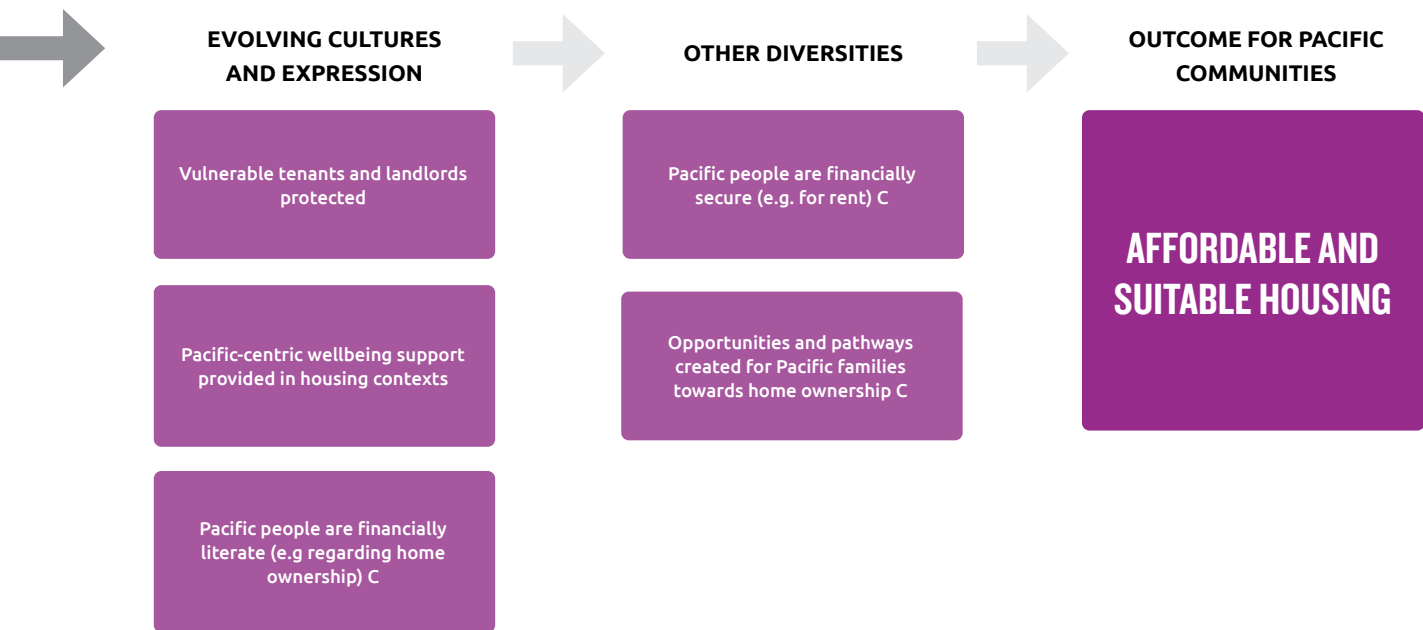
Housing



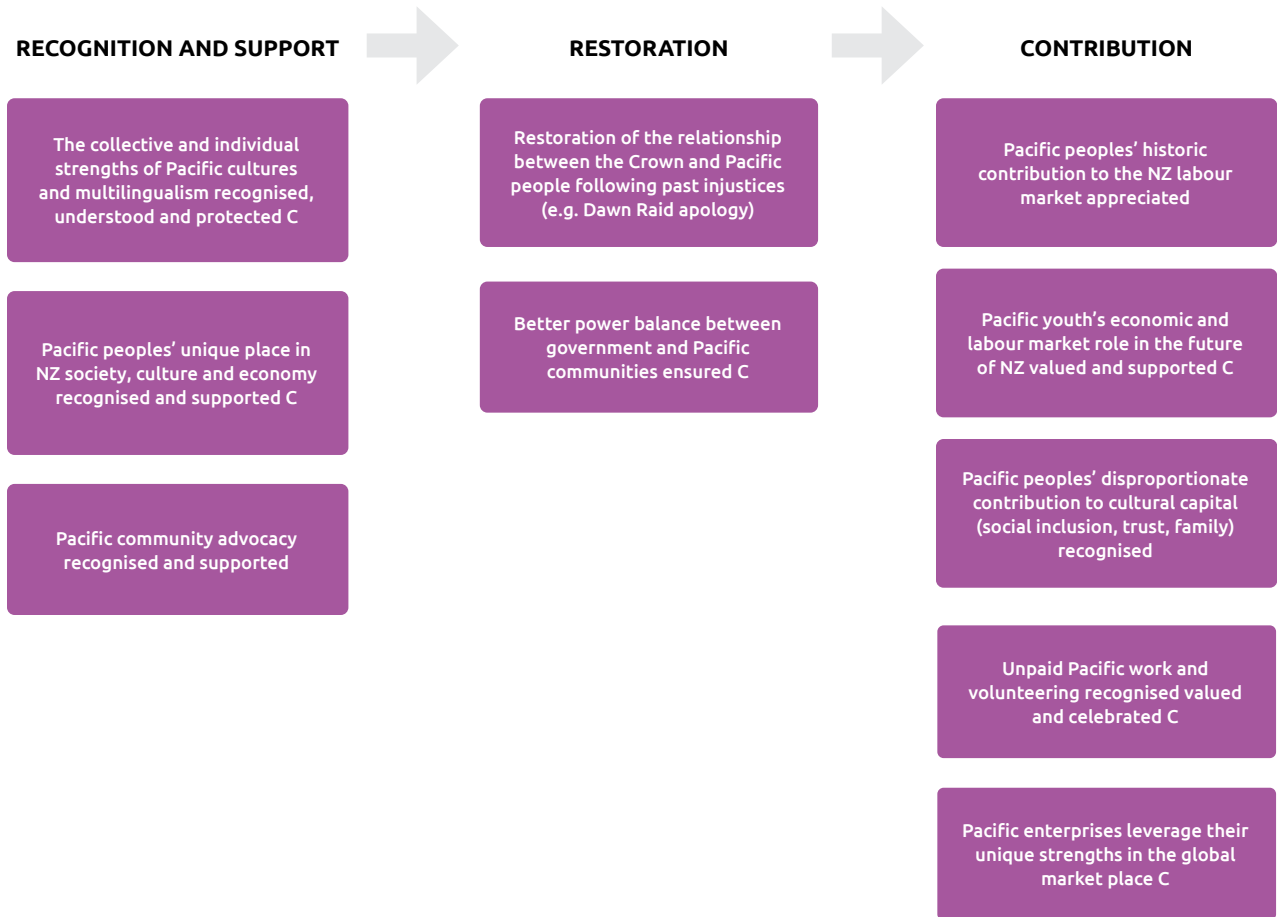
GOAL 2 Prosperous Pacific Communities

Pacific communities highlighted that income and the overall economic prosperity of Pacific communities in Aotearoa are subject to the same influences as every other community. However, Pacific communities are disproportionately affected by changes in the labour market and housing affordability and are least likely to have intergenerational wealth created by business and asset ownership.

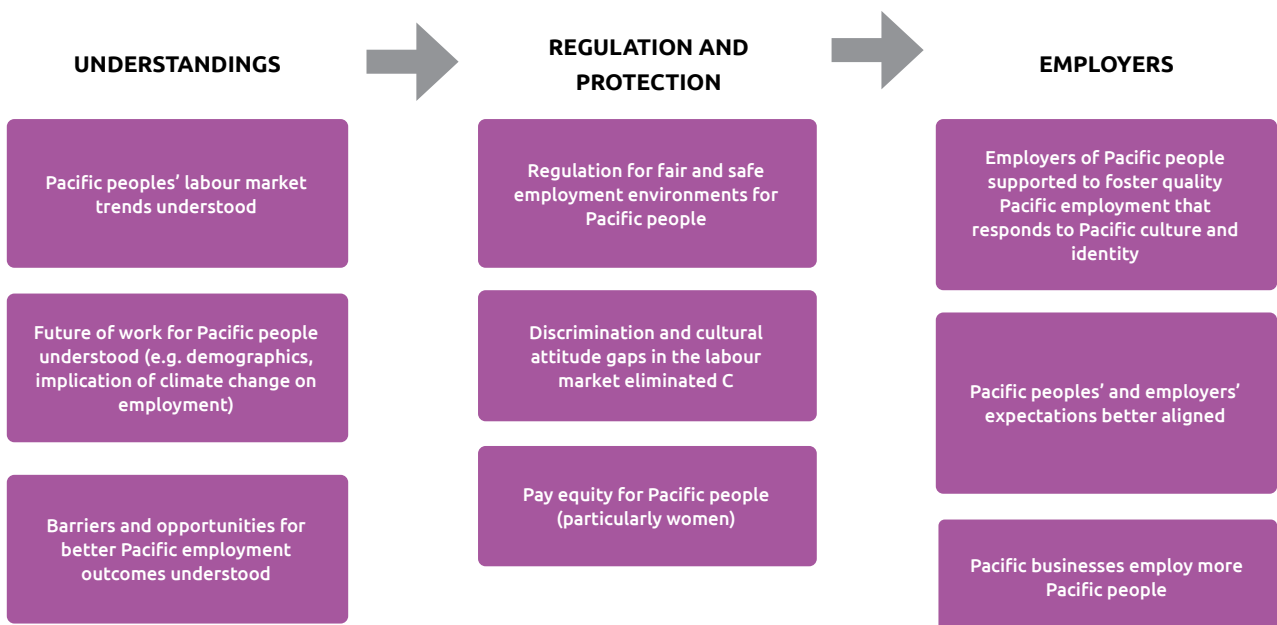
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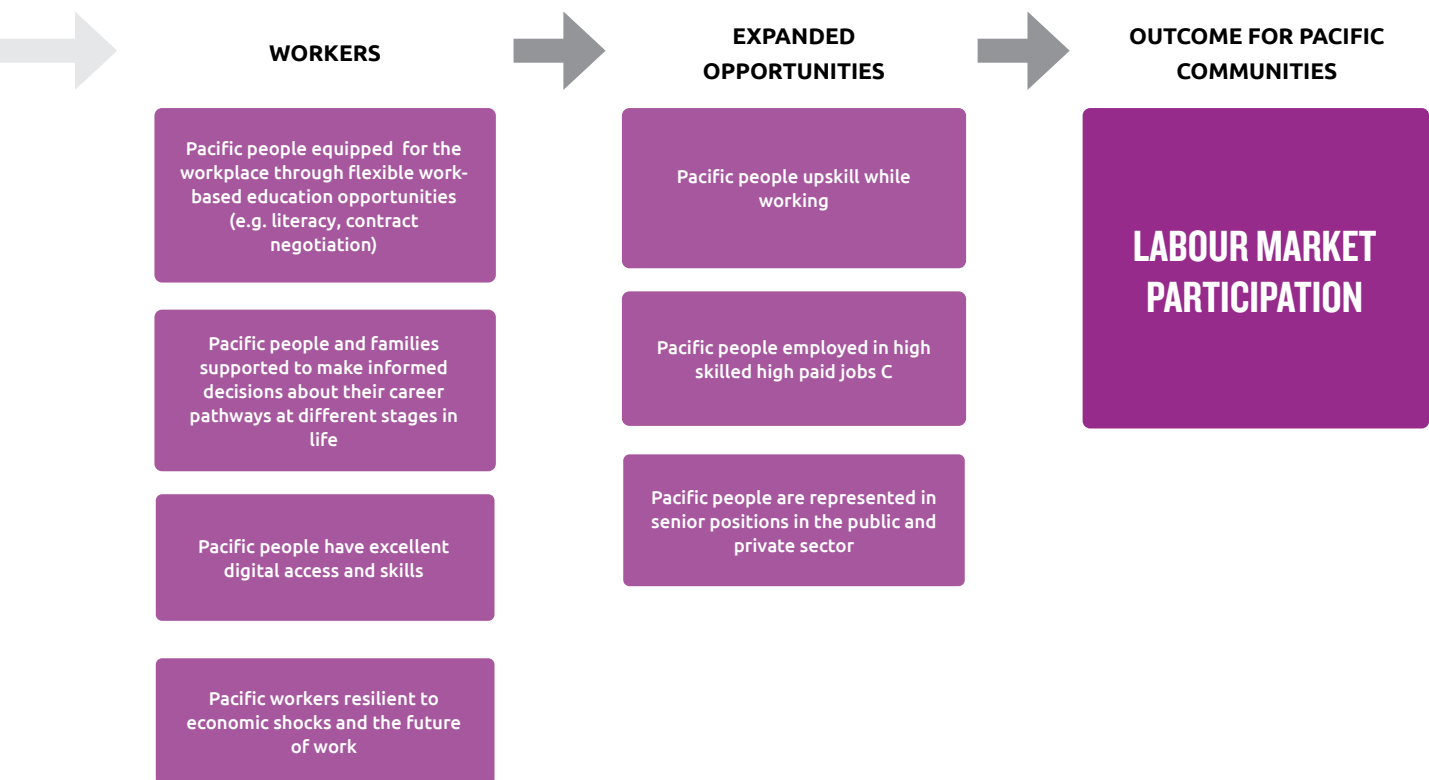
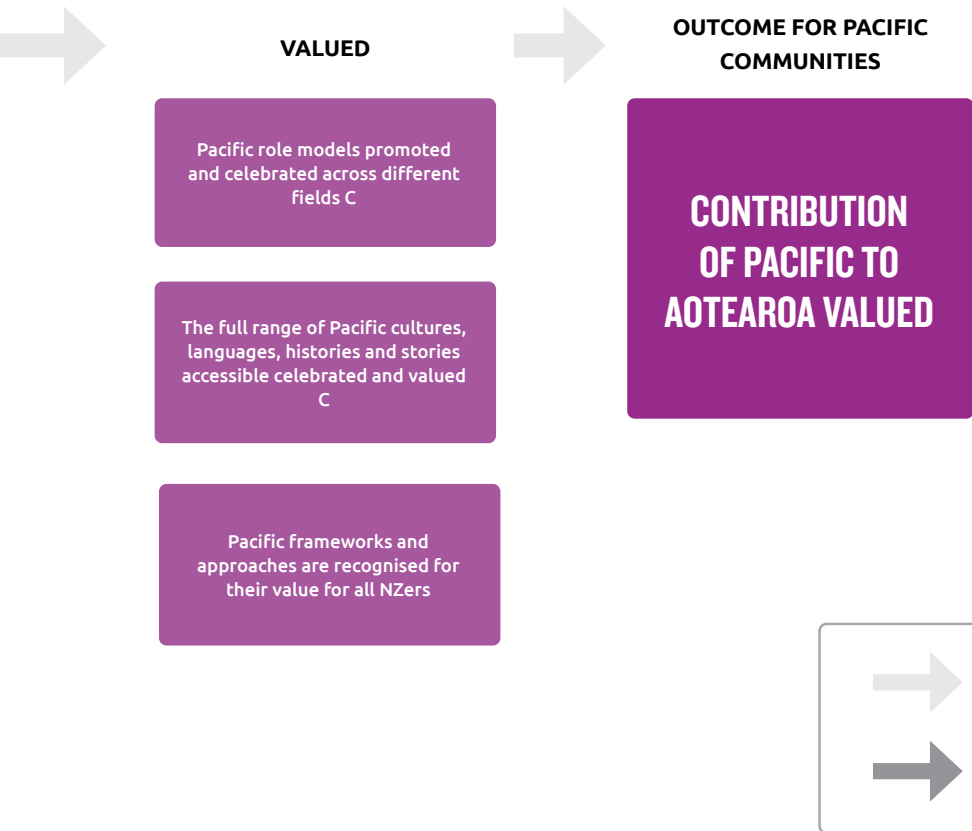


Contribution to Aotearoa

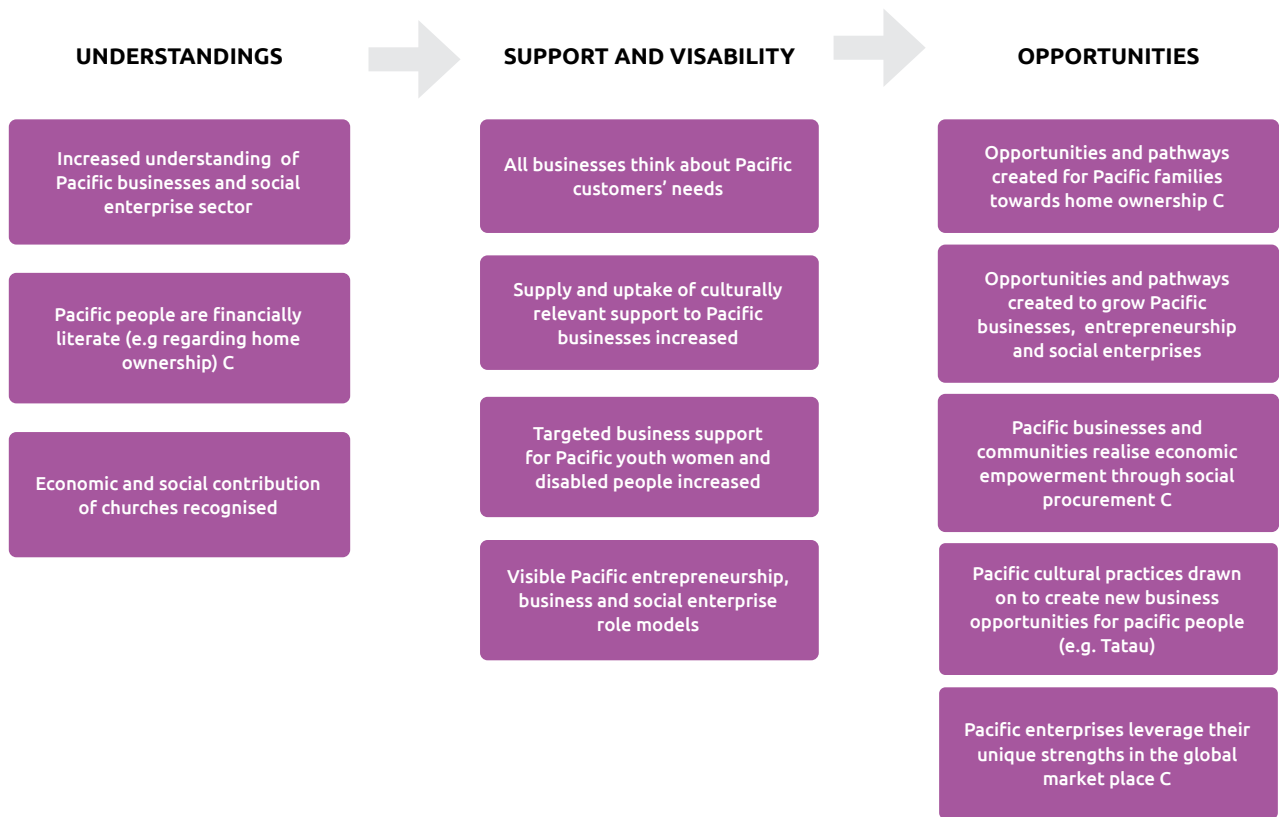


Labour Market

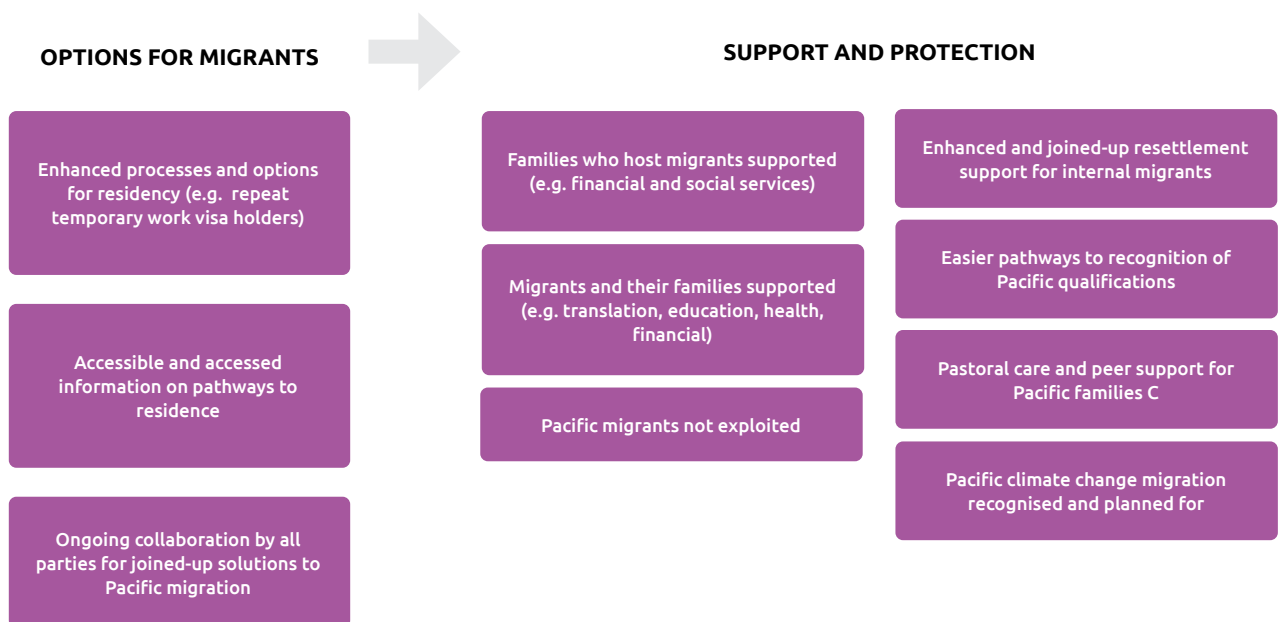


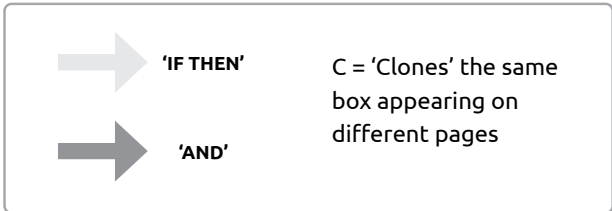
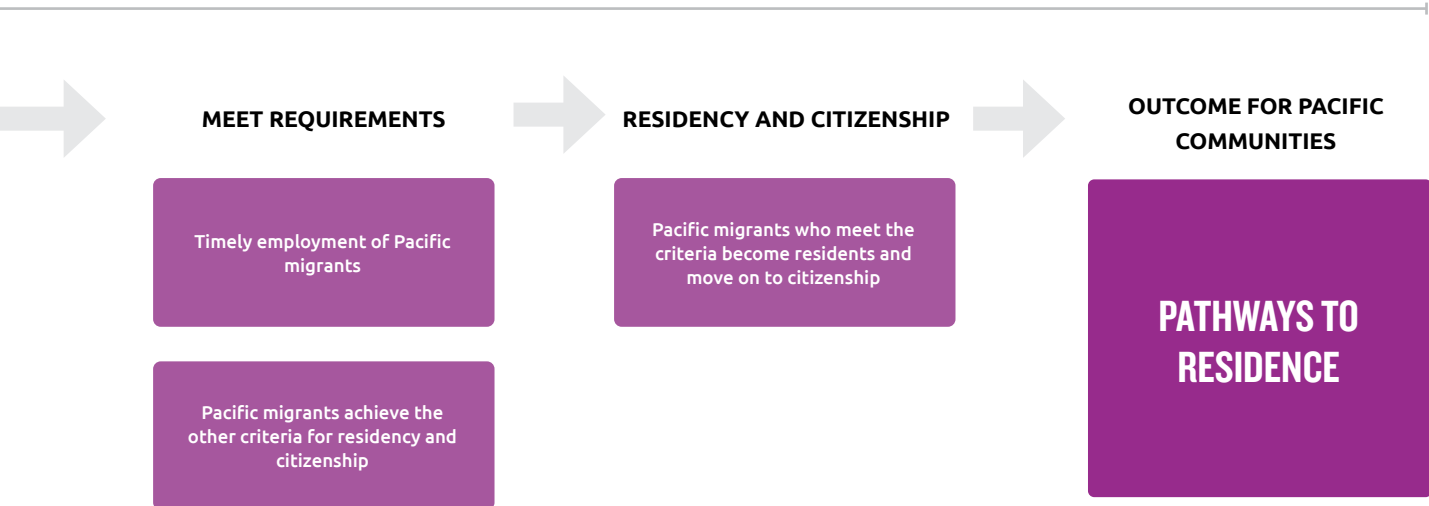
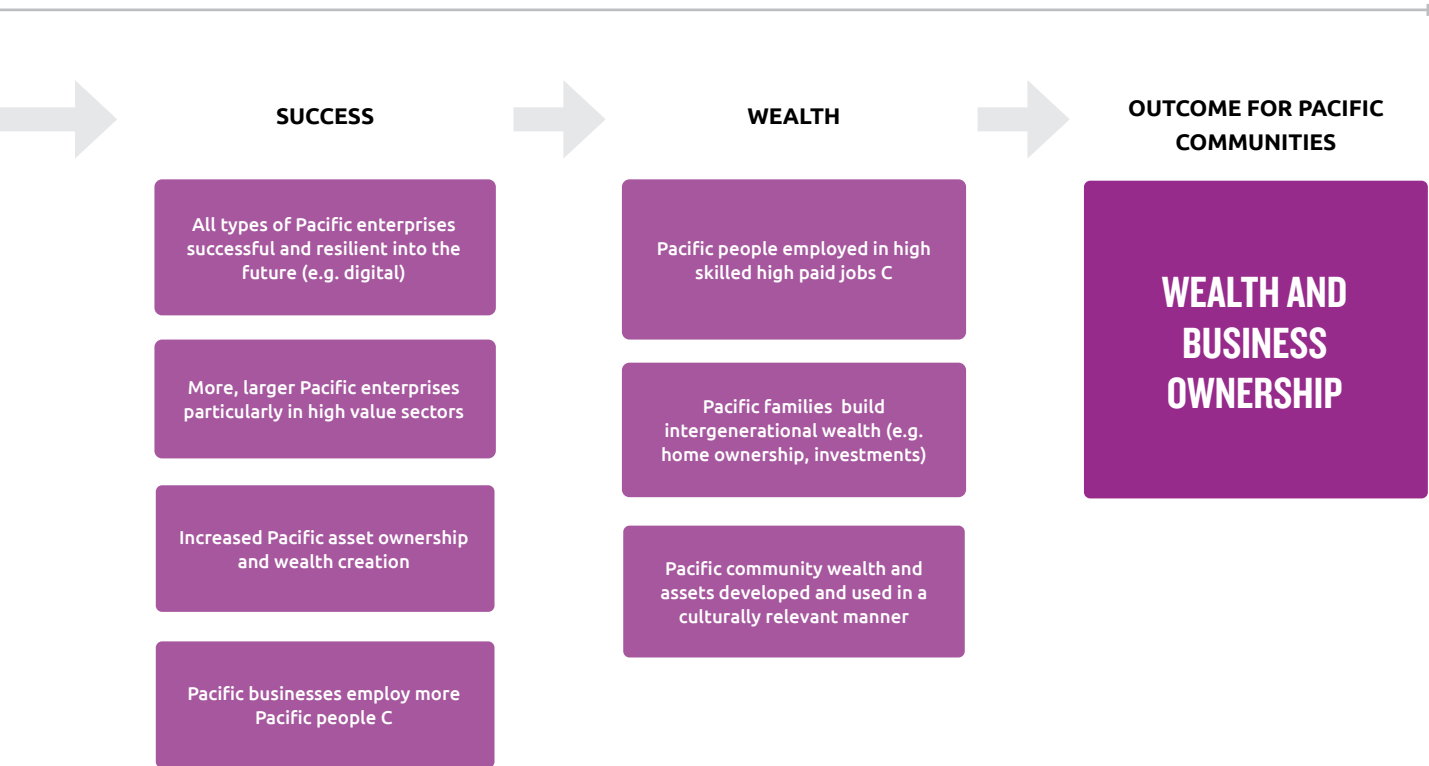


Wealth and Business

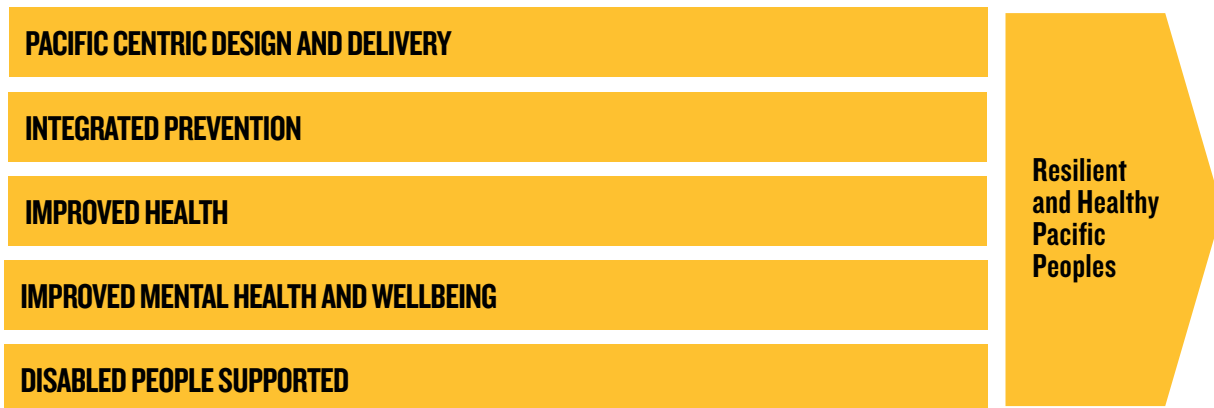


Pathways to Residence

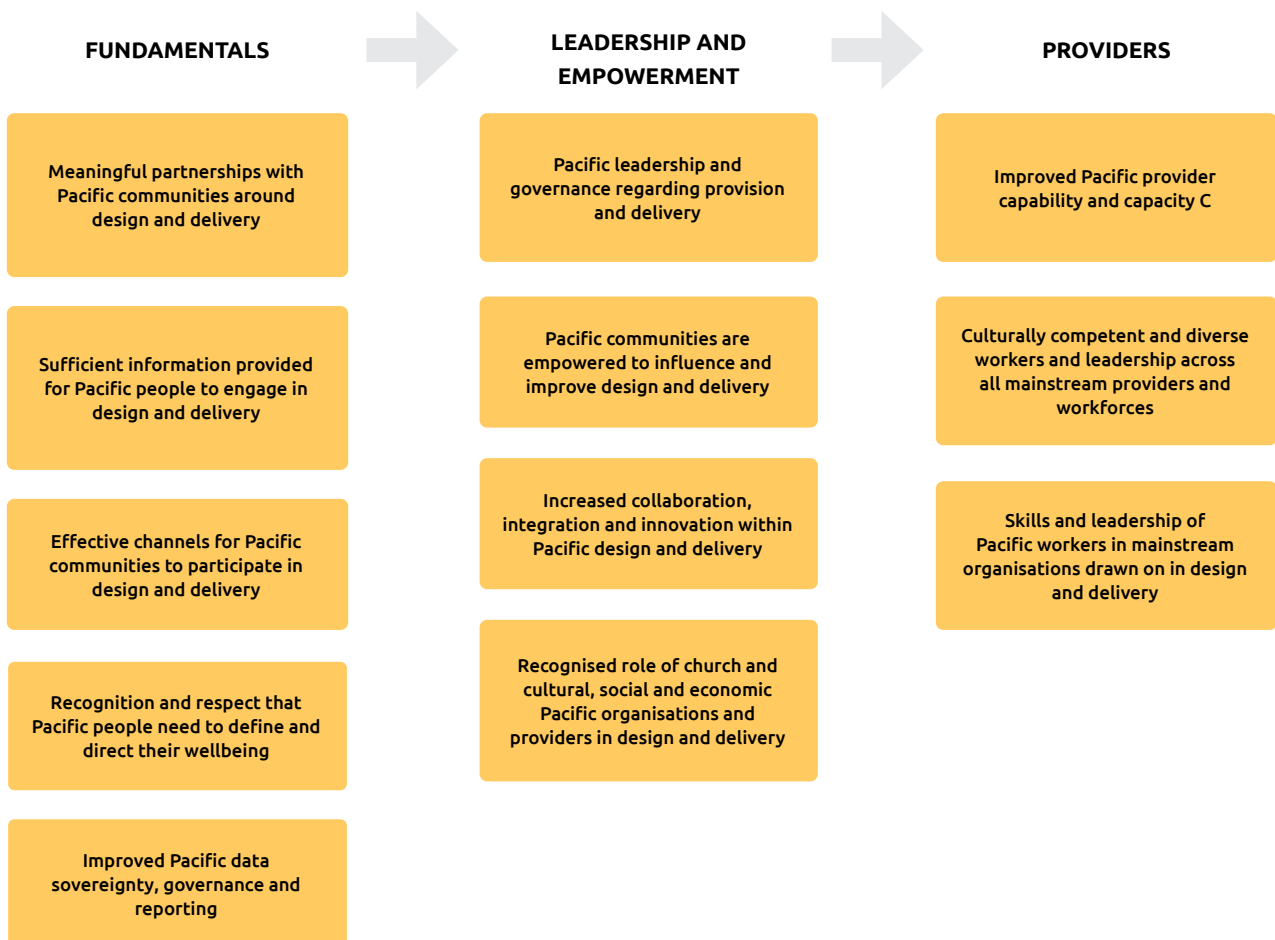




COMMUNITY OUTCOMES FOR LALANGA FOU GOAL AREA 3



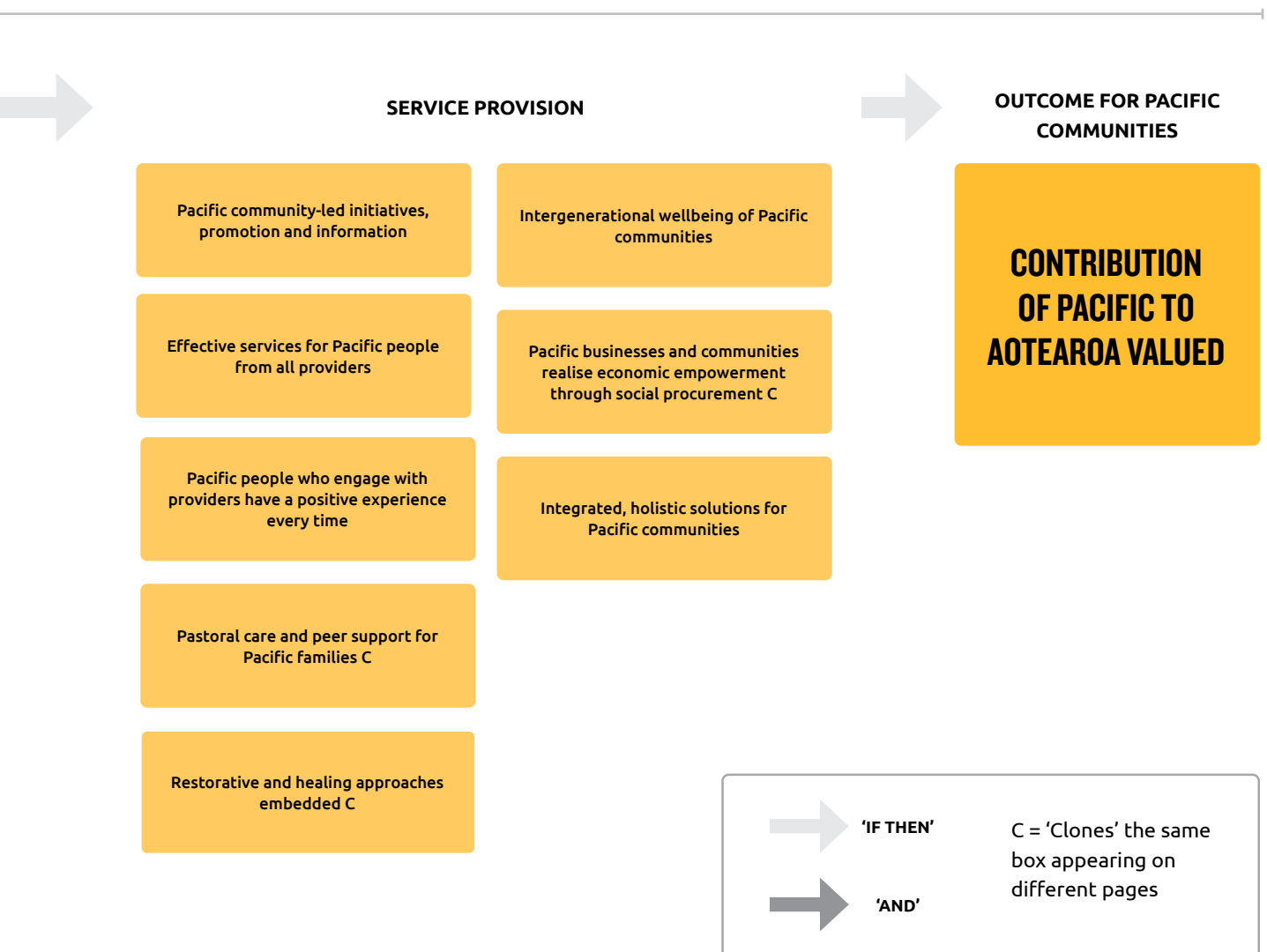
Pacific-Centric Design and Delivery



GOAL 3 Resilient and Healthy Pacific Peoples

A strong all-of-government response is required to support Pacific-led health solutions and models of care, with a focus on prevention and working together to address the wider determinants of health. Greater data, evidence, and community and sector insights are needed to improve health outcomes for Pacific peoples in Aotearoa. Many Pacific health inequities, such as in life expectancy, are long-standing, some such as childhood immunisation rates have appeared and widened over the course of the pandemic. We must continue to learn and build on successful community- and Pacific provider-led responses that have built on the strengths inherent in our communities.

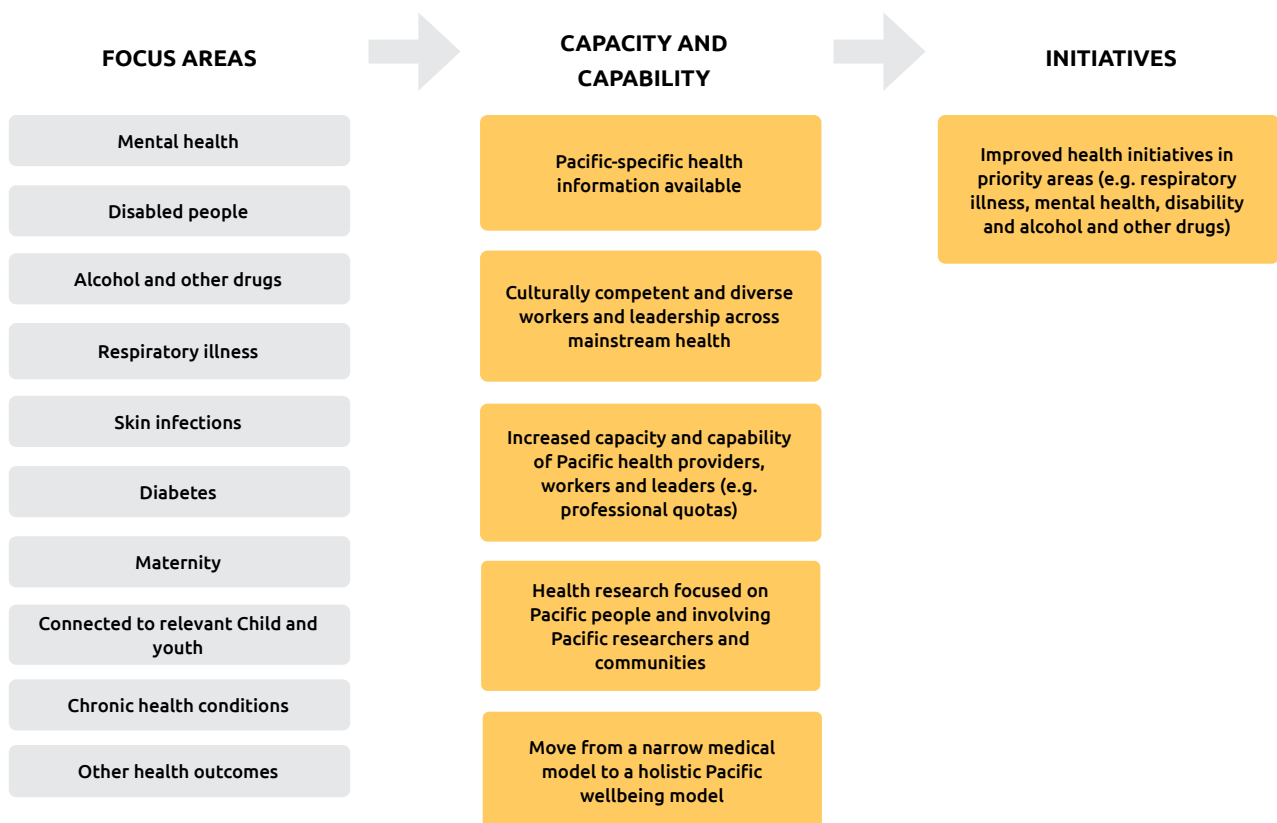
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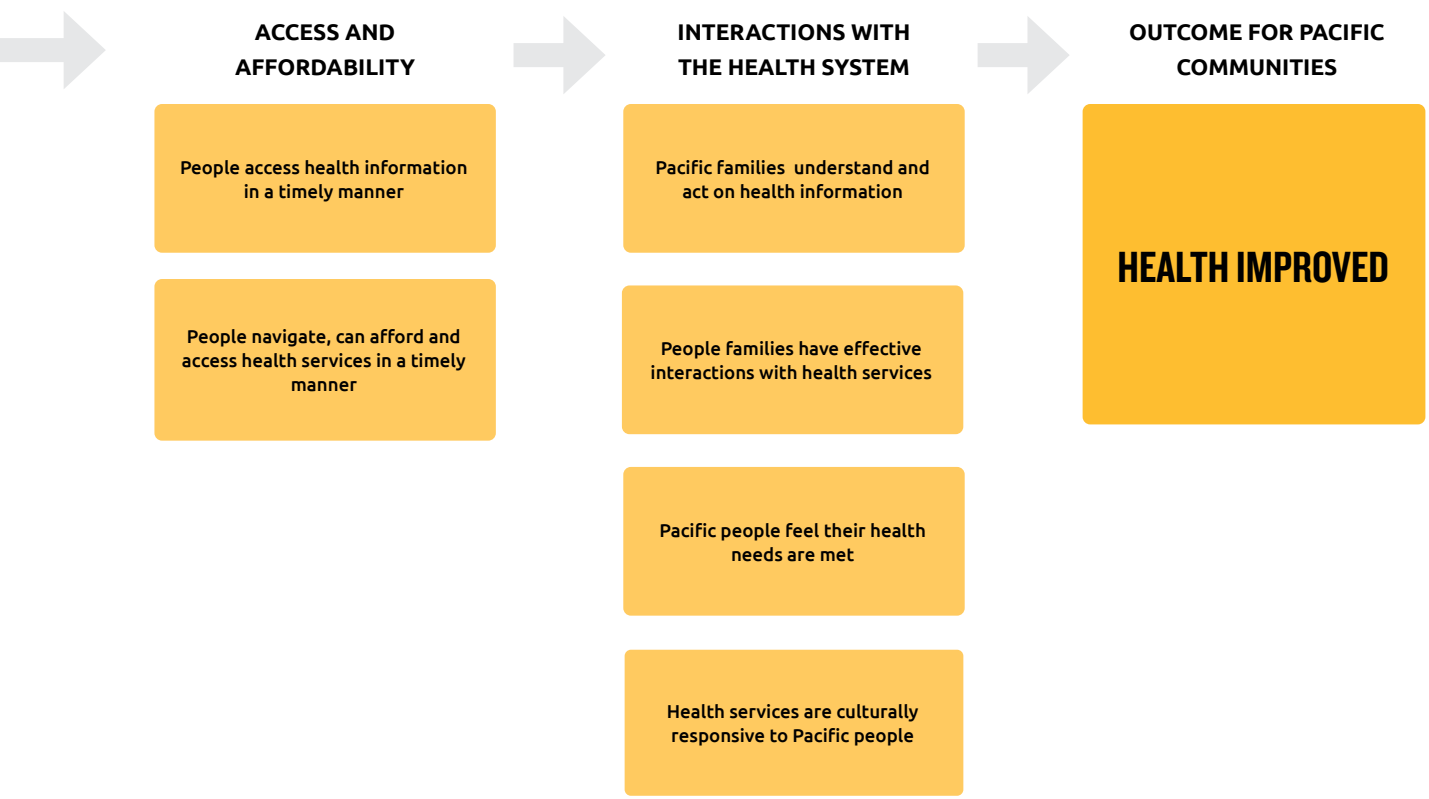
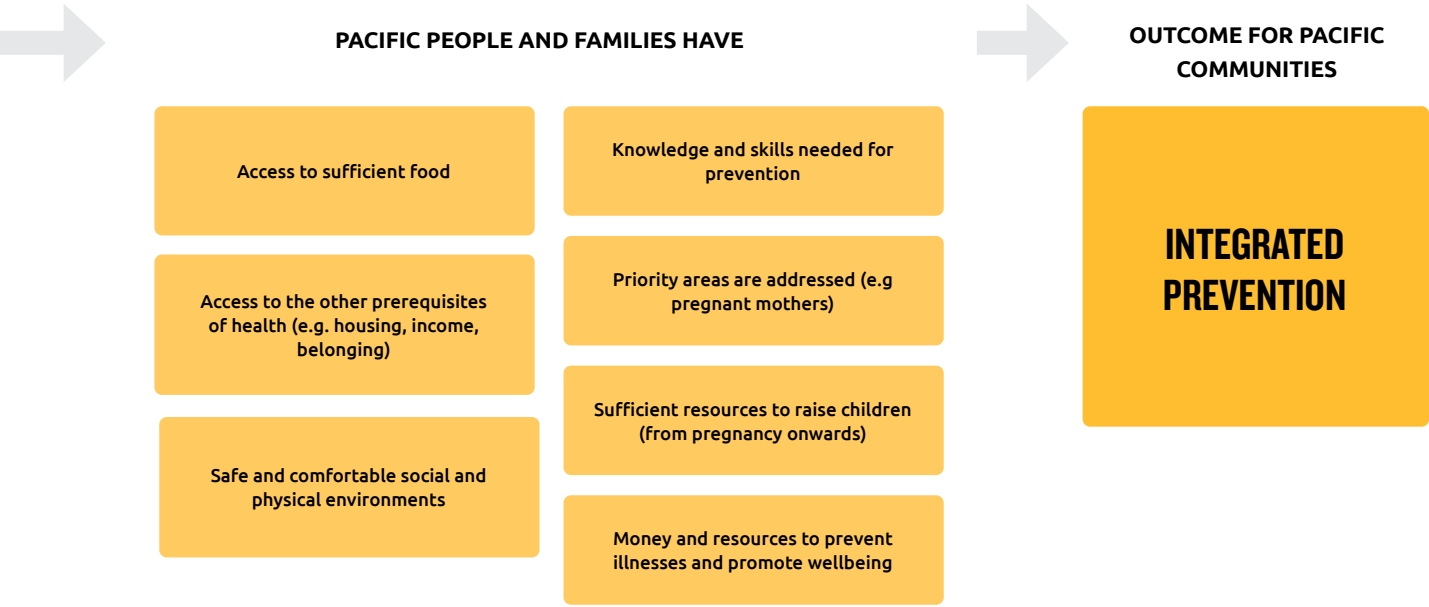




Integrated Prevention



Health

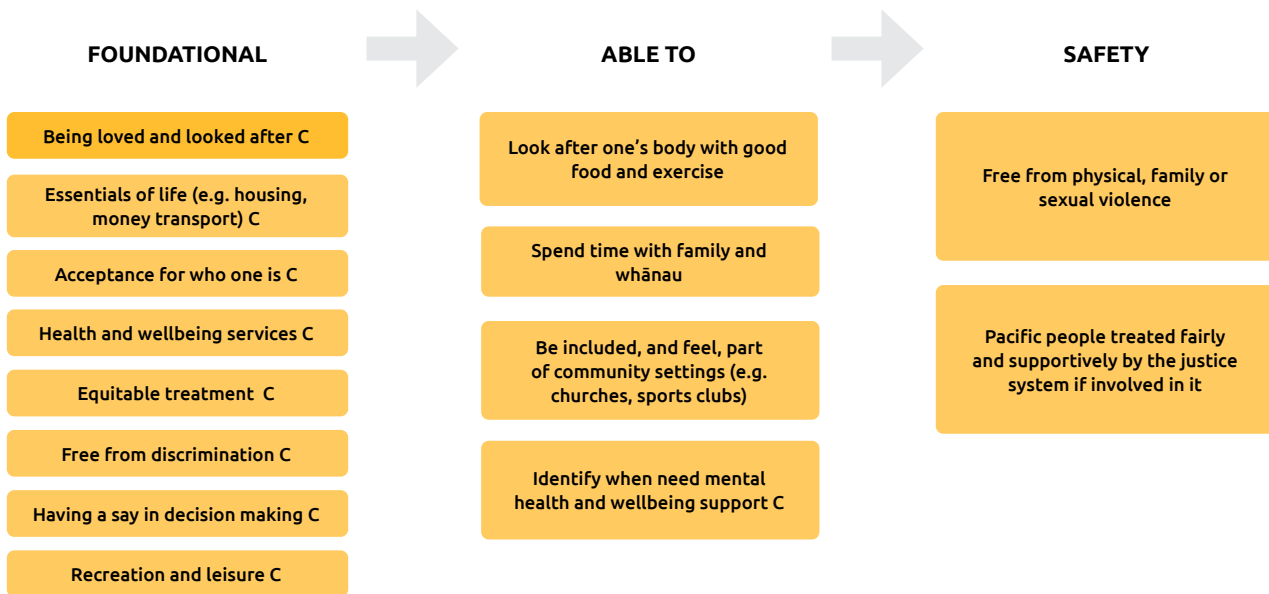




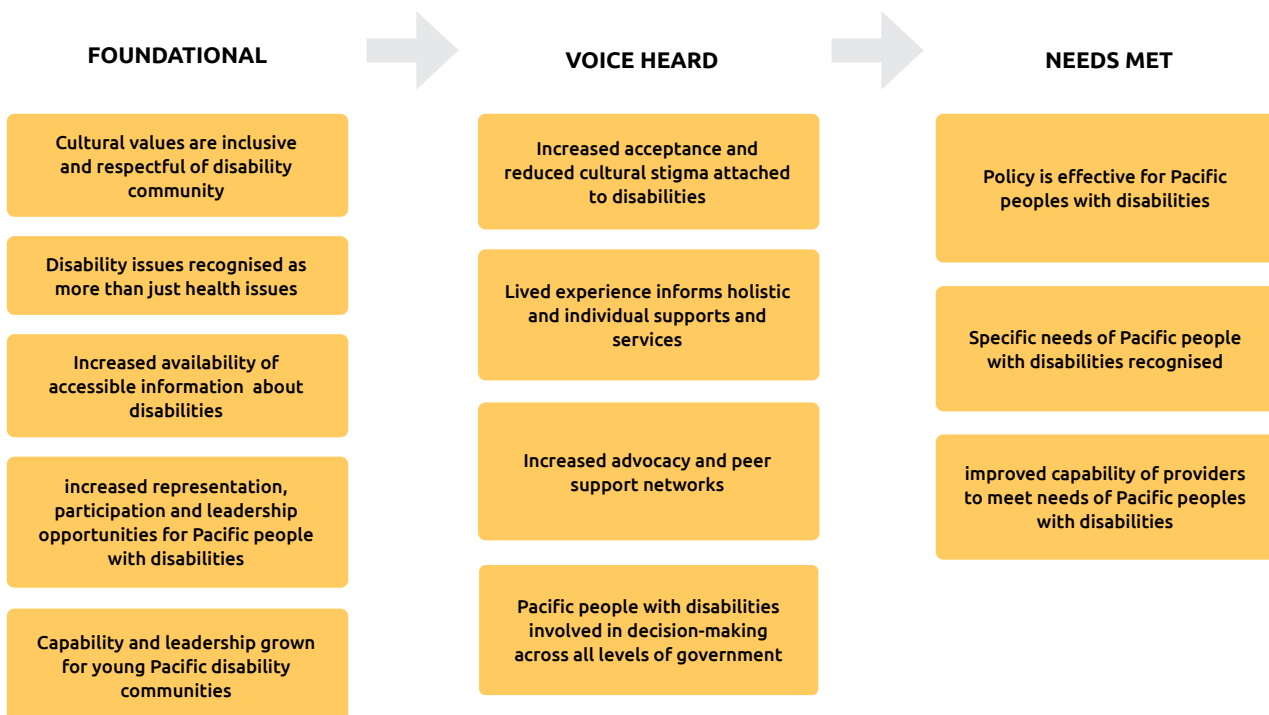
 **'IF THEN'**
 **'AND'**

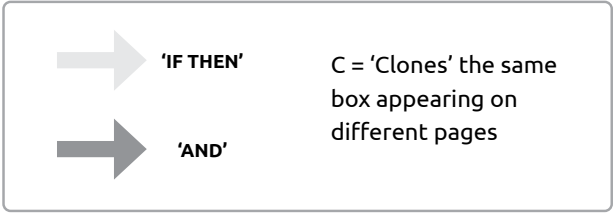
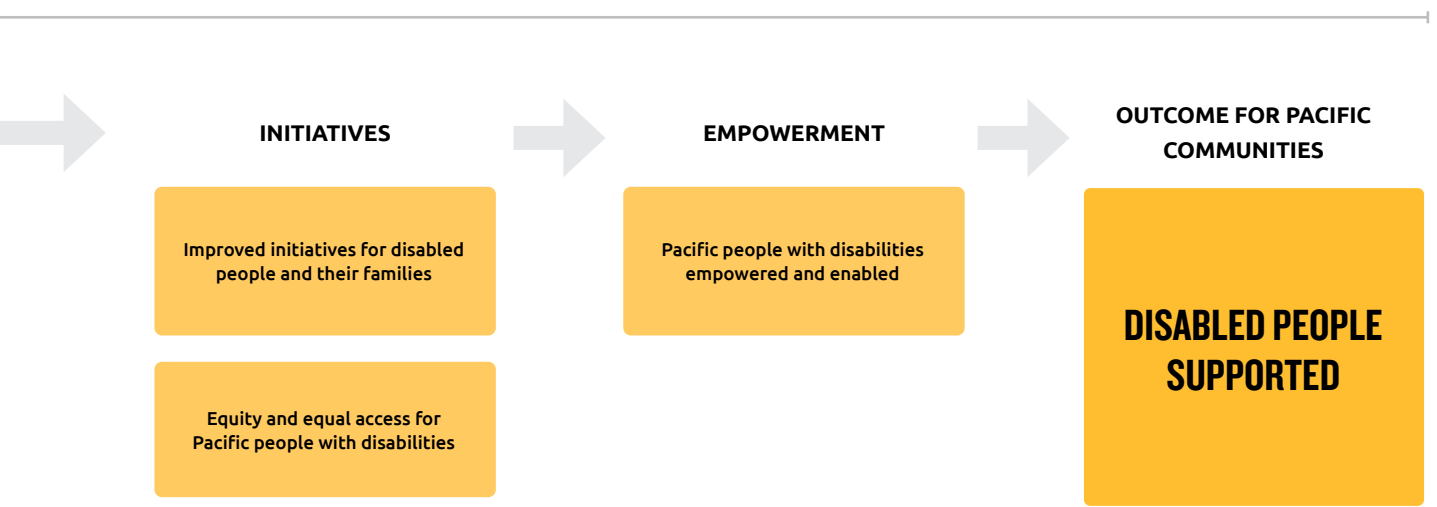
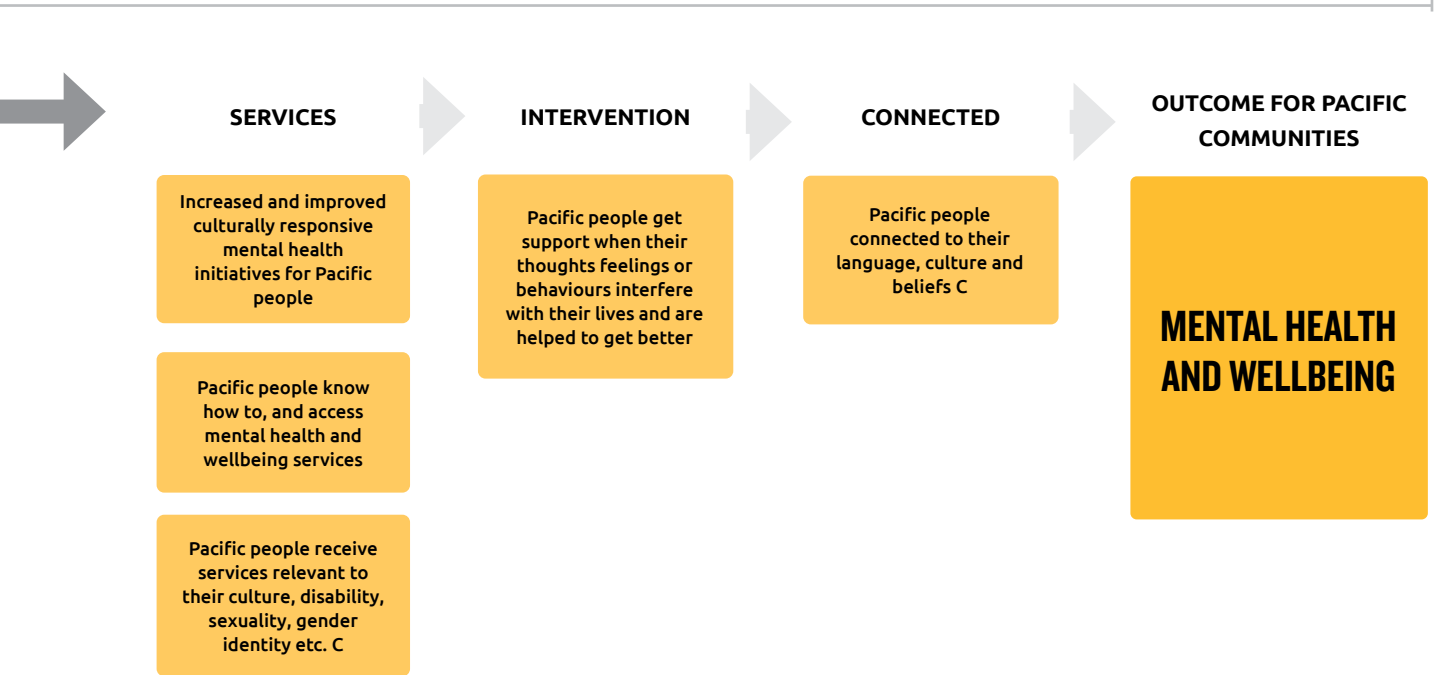
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Mental Health and Wellbeing



Disabled People



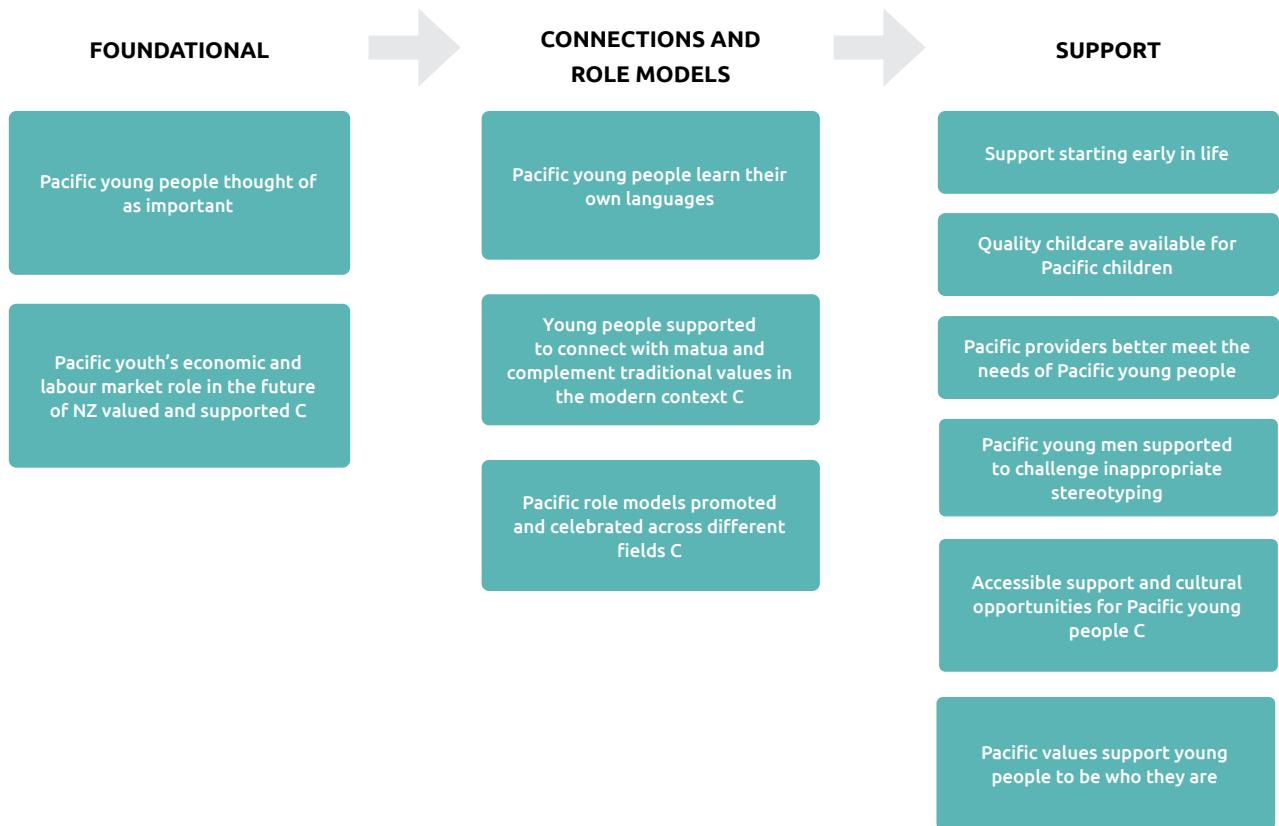


COMMUNITY OUTCOMES FOR LALANGA FOU GOAL AREA 4

- PACIFIC YOUTH SUPPORTED, CONFIDENT AND CONTRIBUTING
- IMPROVED EDUCATION AND EMPLOYMENT PATHWAYS
- IMPROVED YOUTH MENTAL HEALTH AND WELLBEING

Confident,
Thriving and
Resilient
Pacific Young
People

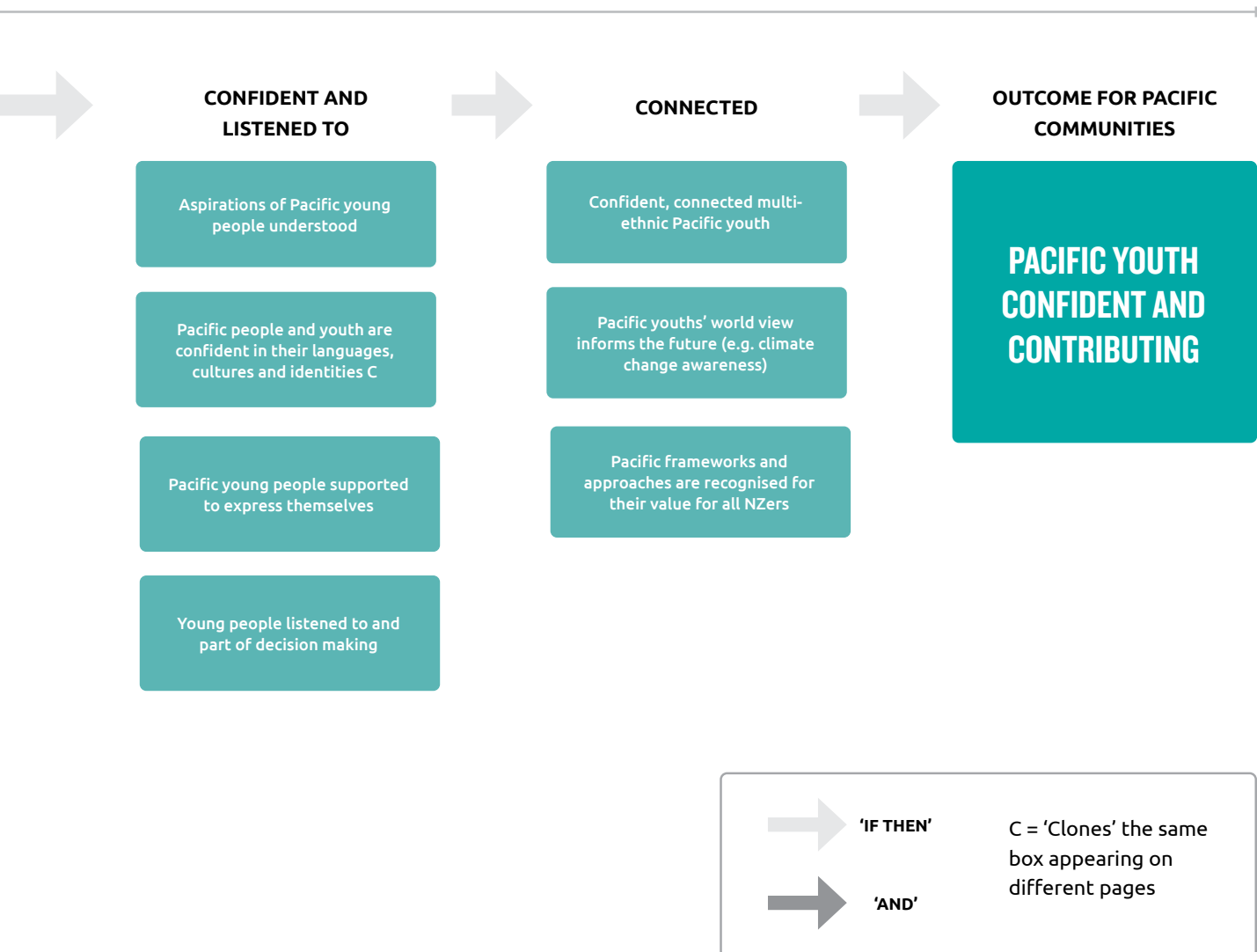
Youth Confident and Contributing



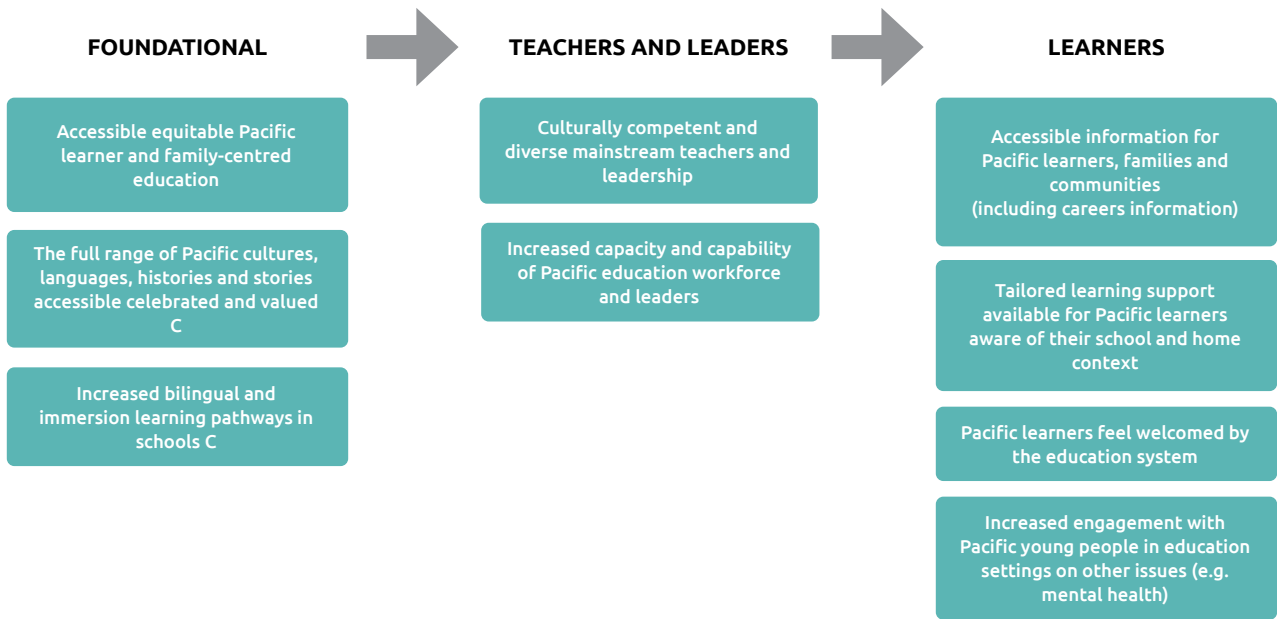
GOAL 4 Confident, Thriving and Resilient Pacific Young People

Pacific communities highlighted that Pacific young people are a fast growing and diverse group, with over 50 percent being younger than 25 years old. The trend towards an increasingly young Pacific population looks set to continue, and amongst those who took part in Lalanga Fou there was a general feeling of pride, hopefulness and ambition.

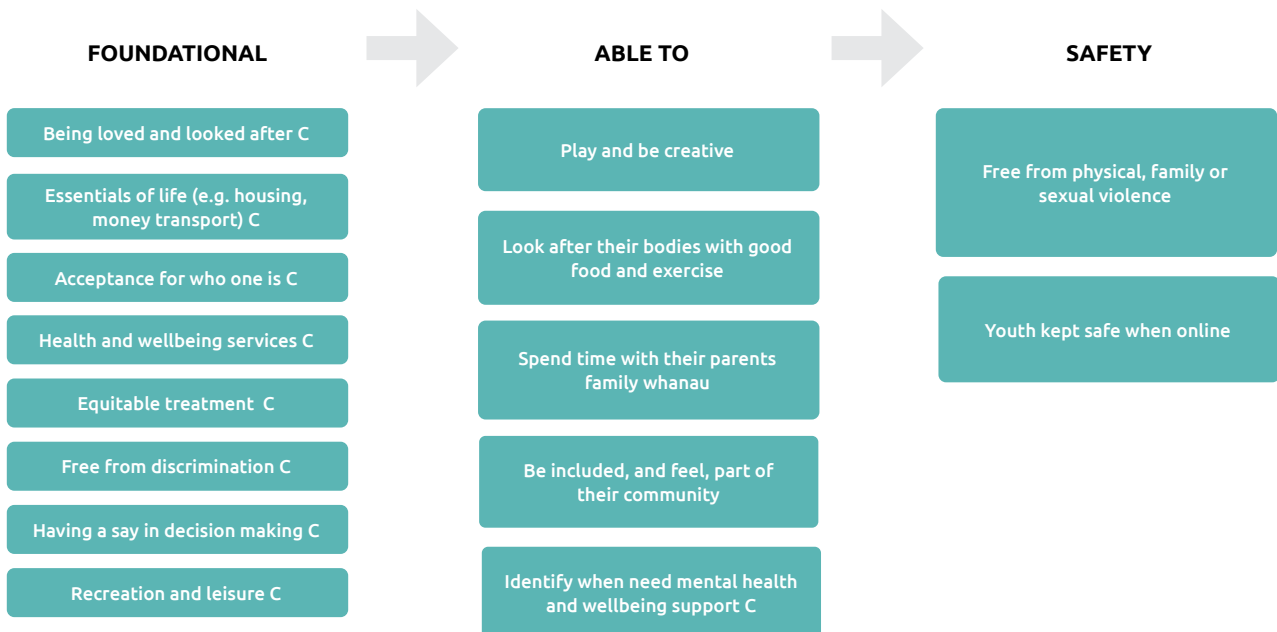
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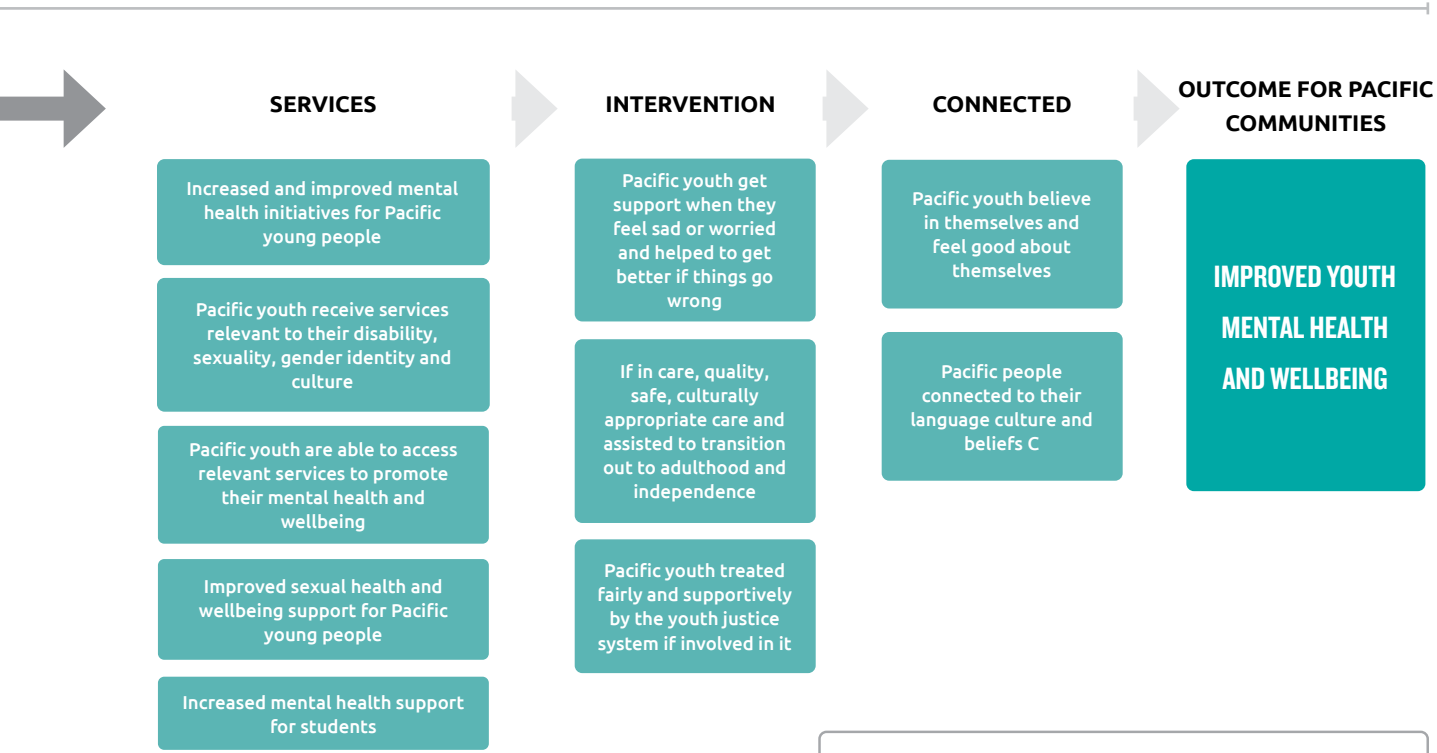
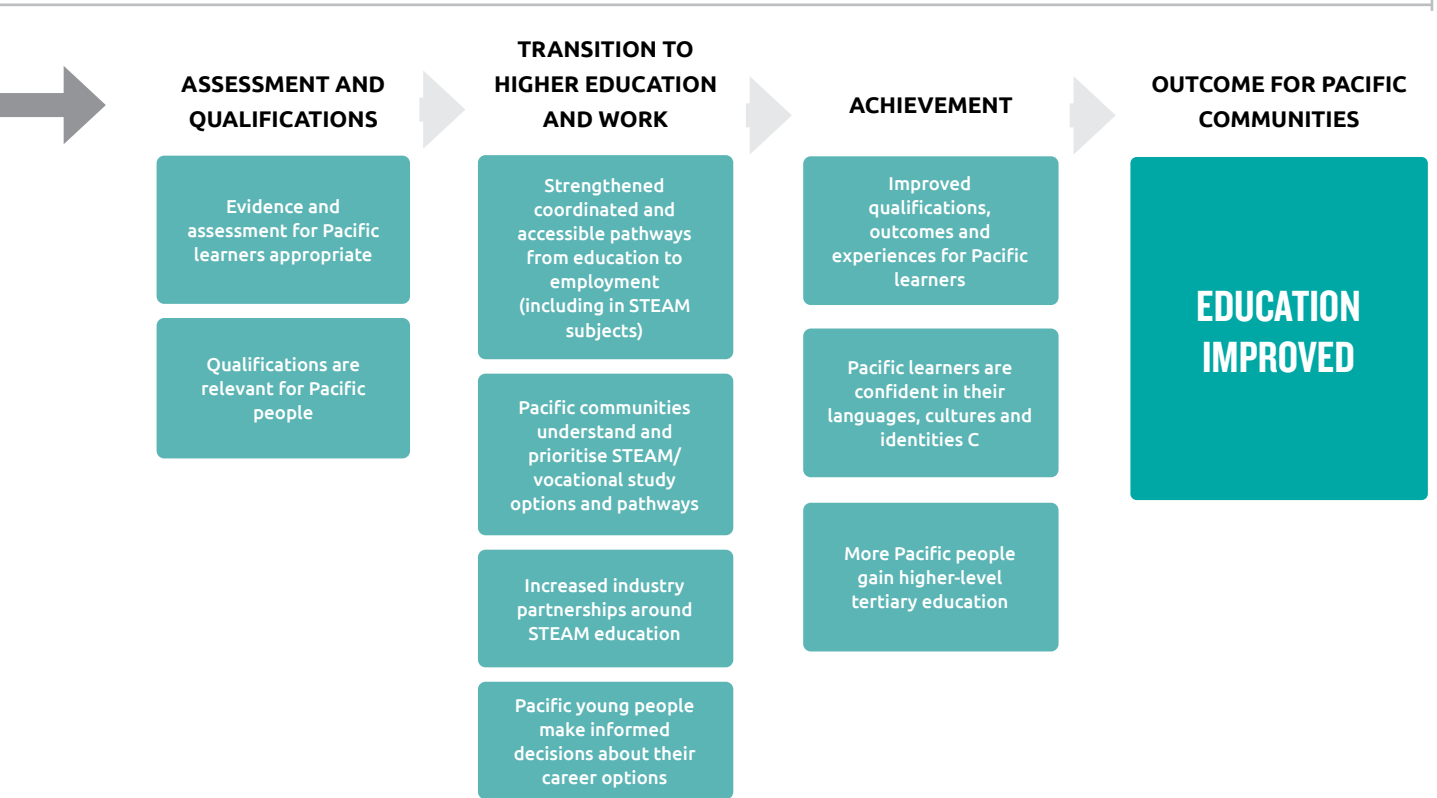




Education



Youth Mental Health and Wellbeing





 **'IF THEN'**
 **'AND'**

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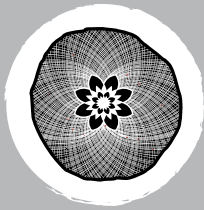




SECTION B STRATEGY DIAGRAMS FOR THE 4 PACIFIC WELLBEING FOCUS AREAS FOR GOVERNMENT

What government needs to do to shift the system and support the Lalanga Fou Community Outcomes that are set out in the earlier pages of this outcomes booklet.

STRATEGY FOCUS AREAS



LALAGA POTU

PACIFIC CULTURAL VALUES AND PRINCIPLES



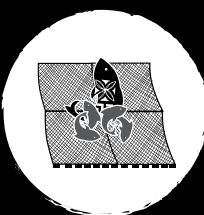
FALE FONO

PARTNERSHIP AND GOVERNANCE



VAKA MOANA

PERFORMANCE AND IMPROVEMENT



TE KUPEGA

CAPABILITY

The Pacific Wellbeing Strategy is accountable for driving these specific 4 focus areas. The focus areas are driving system shifts within government that will enable more impact on Lalanga Fou community outcomes from the initiatives across government.

THESE 'FOCUS AREA SYSTEM SHIFTS' WILL BE ACHIEVED BY ACHIEVING ALL THE BOXES IN THE STRATEGY DIAGRAMS ON THE FOLLOWING PAGES.

FOCUS AREA SYSTEM SHIFTS

PACIFIC CULTURAL VALUES-BASED APPROACH

PRINCIPLES TO GUIDE GOVERNMENT

COMMUNITY PARTNERSHIPS

STRATEGIC SYSTEM LEADERSHIP

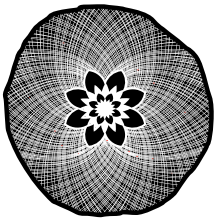
PACIFIC WELLBEING OUTCOMES MEASUREMENT AND IMPACT

JOINED UP COLLECTIVE ACTION AND INVESTMENT

SKILLED PACIFIC WORKFORCE AND LEADERSHIP PATHWAYS

PACIFIC CULTURAL COMPETENCY IN THE PUBLIC SECTOR

INITIATIVES AND PROGRAMMES ACROSS GOVERNMENT



Lalaga Potu

PACIFIC CULTURAL VALUES & PRINCIPLES

Nurture Vā between government and Pacific communities C

CO-DESIGN

Co-design with Pacific community experts descriptions of Pacific values and principles

Draw from Pacific evidence bases when developing Pacific values and principles

Different agencies' interpretation of Pacific values and principles aligned

DEVELOPMENT

Co-create a coordinated approach with agencies designed to embed Pacific values and principles

Develop tools and processes to support implementing Pacific values and principles

Agencies document how they will embed Pacific values and principles in policy, programmes, behaviour and system responsiveness

PREPARATION AND CHAMPIONS

Ensure agencies are well prepared and supported to embed Pacific values approach

Agencies identify champions to embed Pacific values in government



Fale Fono

PARTNERSHIP AND GOVERNANCE

Nurture Vā between government and Pacific communities C

ESTABLISHMENT

Planning and initial work to establish effective and transparent governance

Cross-agency arrangements start to activate collective action

Secretariat function provided

CO-CREATION

Partnership possibilities explored with Pacific communities

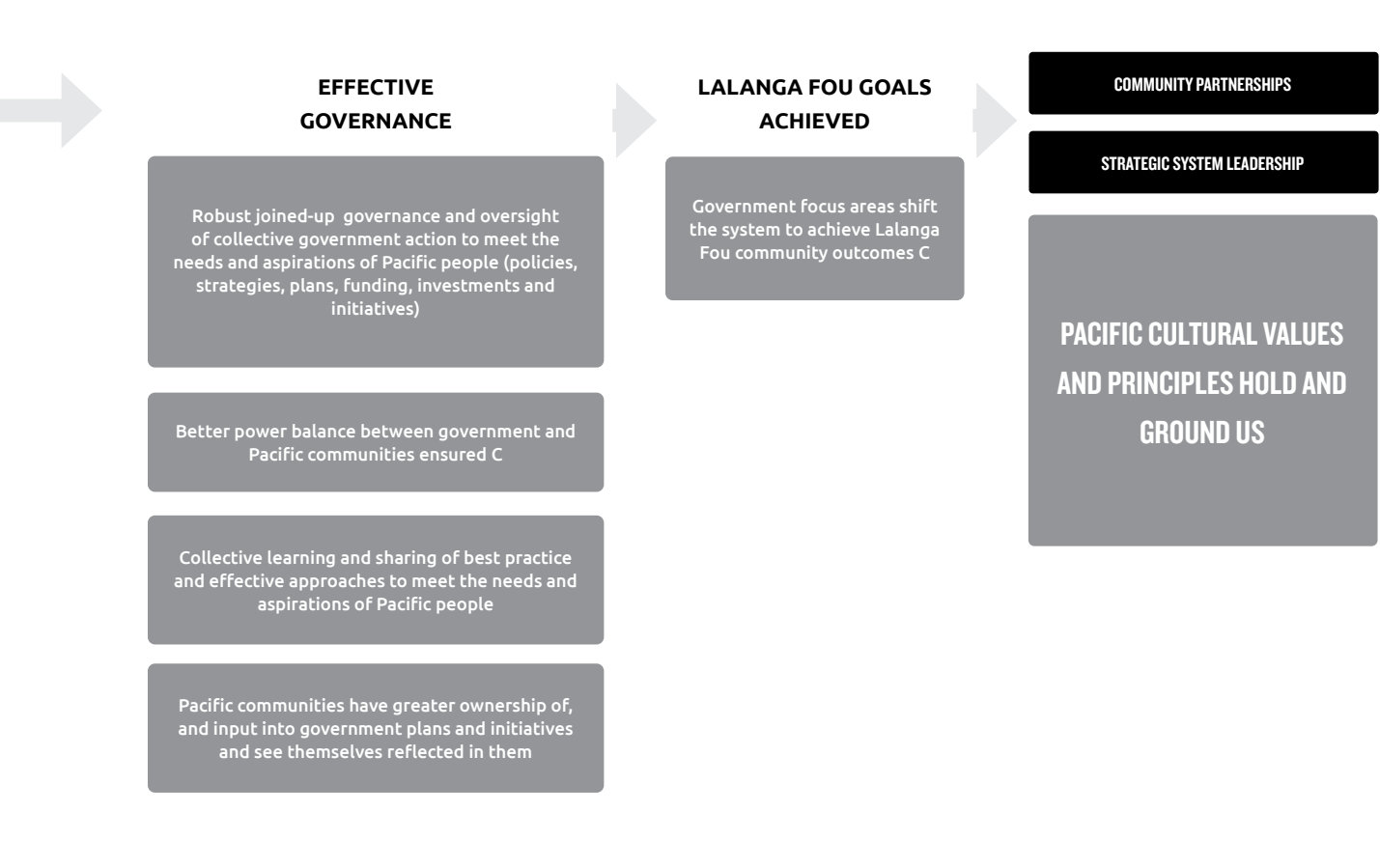
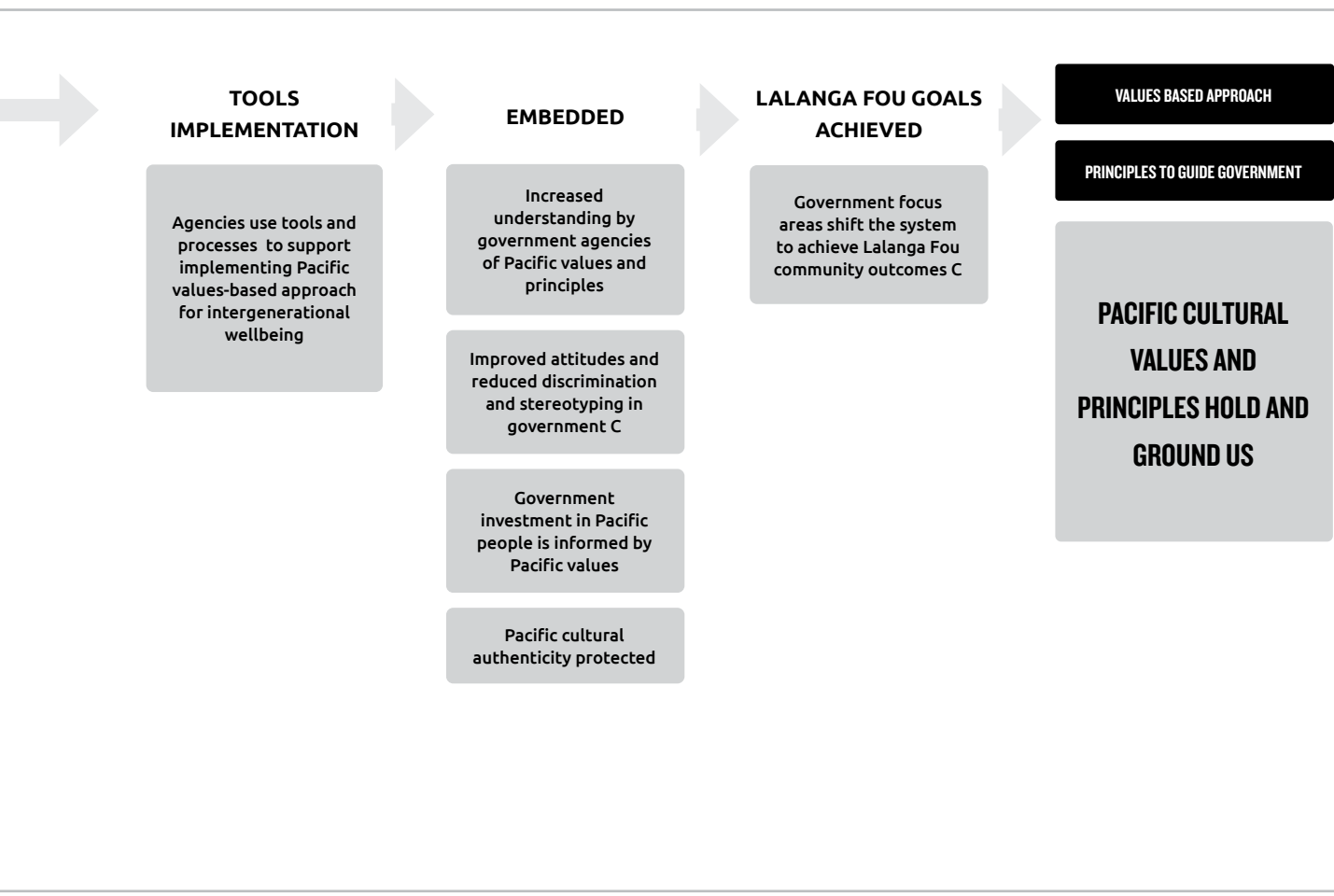
Co-create with Pacific communities a formalised advisory and/or partnership model with All-of-Government with clear responsibilities and obligations to hear Pacific voices

Breadth of responsibilities for Pacific community leaders determined through system leadership forums for Pacific centric values-based governance design and implementation

ONGOING PARTNERSHIPS

Establish enduring, productive, empowering partnerships between Pacific communities and All-of-Government for Pacific centric design and delivery

Governance arrangements designed to actively resolve system tensions





Vaka Moana

PERFORMANCE AND IMPROVEMENT

Nurture Vā between government and Pacific communities C

FRAMEWORK

Pacific Wellbeing Outcomes Framework developed with Pacific communities (Lalanga Fou)

Other agencies' Pacific-relevant strategies and frameworks enhanced with Pacific communities

Meaningful measures and indicators identified for the outcomes framework

FRAMEWORK USED

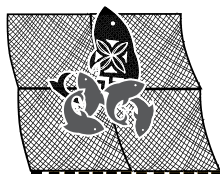
Progress towards achieving Pacific wellbeing outcomes measured

Pacific Wellbeing Outcomes Framework socialised, operationalised and used across government

VISIBILITY

Comprehensive up-to-date view of Pacific wellbeing

Comprehensive up-to-date view of all Pacific investments and initiatives across government



Te Kupega

CAPABILITY

Nurture Vā between government and Pacific communities C

WORKFORCE STRATEGY

Co designed Public Sector Pacific Workforce Strategy

Other agencies' Pacific workforce frameworks, strategies and programmes aligned

Data collected on Pacific workforce in the public sector and providers

TOOLS AND CO-DESIGN

Co-designed, enhanced leadership pathways for Pacific government workforce

Cultural capability tools (e.g. Kapasa Pacific Policy Analysis Tool and Yavu Pacific Engagement Tool) updated

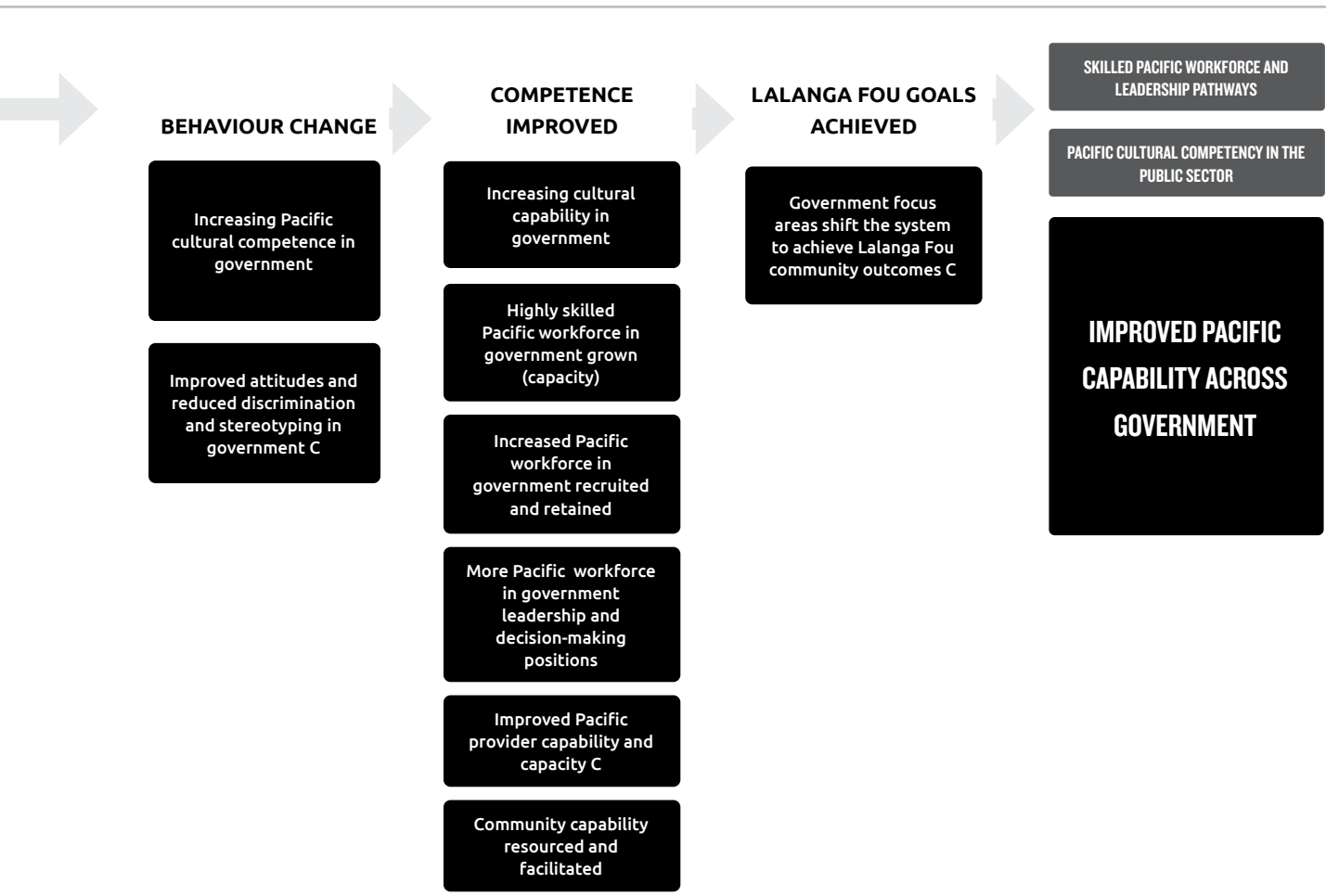
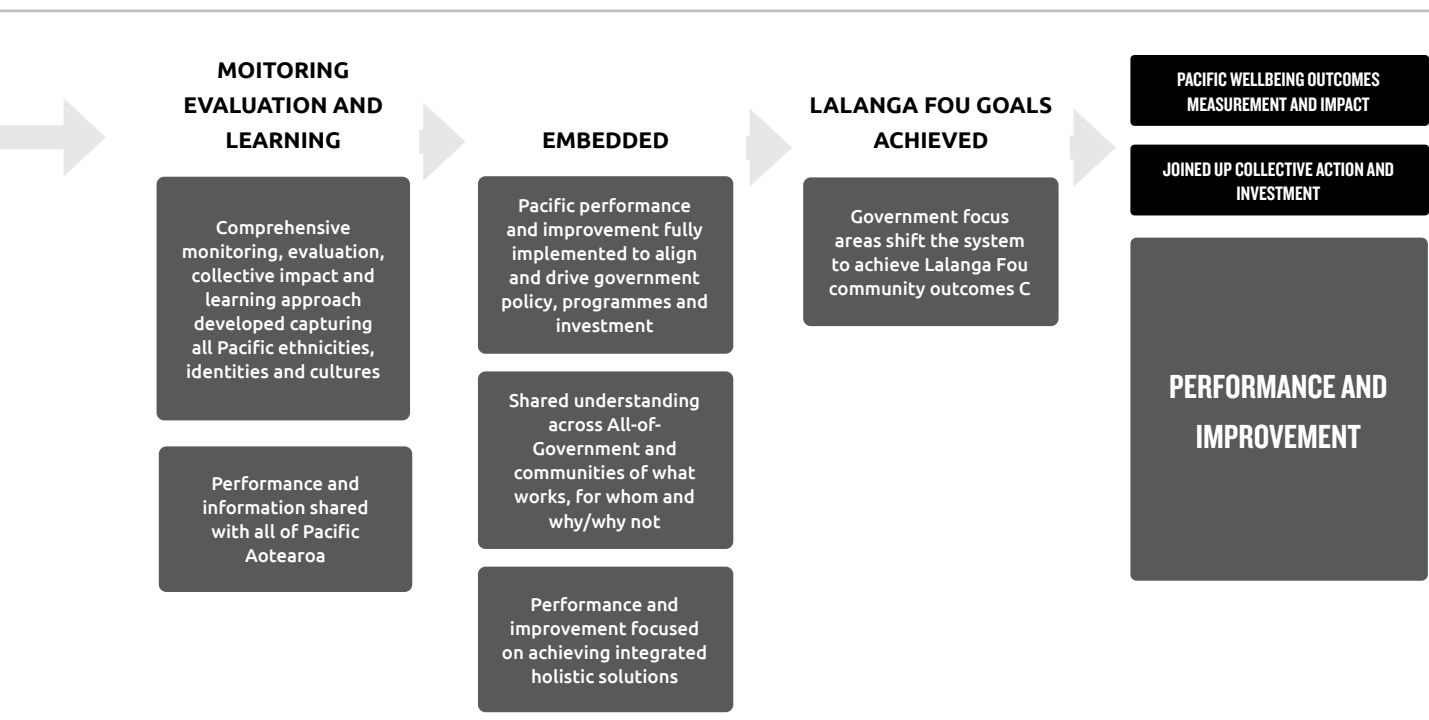
Co-create fit for purpose services and supports for Pacific provider capability

ACTION TAKEN

Programmes to increase Pacific cultural capability and capacity in government run

Cultural capability tools used extensively across government

Pacific pay equity in government improved (particularly for women)



PACIFIC VALUES HOLD AND GROUND US

Aro'a	Love: Sense of responsibility and duty to others.
Fakalilifu	Respect: Appreciate and honour self and others.
Piri'anga	Collectivism: Individual members share mutual interests and goals.
Tāpuakiga	Spirituality: A core component of a person's wellbeing.
Magafaoa	Family: Identity and sense of belonging of the individual, family members and the community.
Ola fetufaaki	Reciprocity: Maintaining balance between peoples and the environment.
Soalaupule	Consensus: The traditional Samoan inclusive decision-making process.

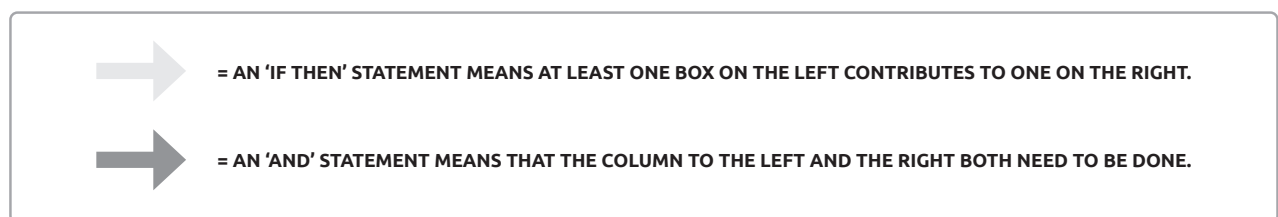
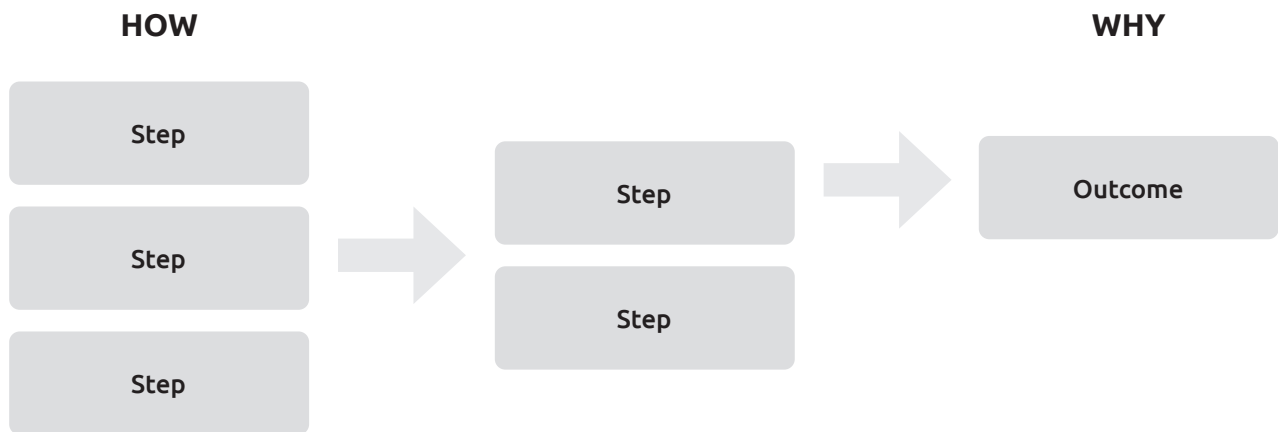
PRINCIPLES TO GUIDE GOVERNMENT AGENCIES

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



WHAT'S A STRATEGY LOGIC DIAGRAM?

A particular type of intervention logic used in Dr Paul Duignan's Government Planning approach to make planning and implementation more efficient. On the left is 'how' something is being done and on the right is 'why' it is being done.



These diagrams focus on specific steps / change areas related to the outcome. The framework does not attempt to show all the many indirect impacts or feedback loops in the real world to ensure the priority steps are clear.

Prioritising within Strategy Logic Diagrams: A key exercise to do next once finalising your logic diagram is to prioritise steps. You can assign A, B, C priority to boxes, or assign BAU. You can also add a number to each box that identifies the amount of initiatives, programmes or activities influencing the step box.



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