Prepared for: Te Tari Taiwhenua, The Department of Internal Affairs

PACIFIC WARRIORS

National Engagement Talanoa- Ara Taiohi

Te Tari Taiwhenua
Internal Affairs

AraTaiohi
Peak Body for Youth Development

CONTENTS

Context of the Engagement: 4

Where did Ara Taiohi hold the Pacific Warriors National Talanoa and Why? 4

Who did Ara Taiohi talk to? 6

A Pacific Approach to Engagement: 7

How did Ara Taiohi design and implement these Pacific Warriors Talanoa? 7

Key Needs that emerged from the Pacific Warriors National Talanoa 15

What should Ara Taiohi do in response to those key needs? 16

Regional Insights and Local solutions from the National Talanoa 20

Key insights that emerged regionally and Pacific Youth Workers' local solutions **Error! Bookmark not defined.**

What was achieved? 27

What other community benefits or outcomes were achieved? 28

Final Words 28

Report prepared by: Daisy Lavea-Timo

Pacific rangatahi who are also practitioners in the Creative and Education space sharing their whakaaro at a Pacific Warriors Talanoa.

> I am not an individual; I am an integral part of the cosmos. I share divinity with my ancestors, the land, the seas and the skies. I am not an individual, because I share a tofi (inheritance) with my family, my village and my nation. I belong to my family and my family belongs to me. I belong to my village and my village belongs to me. I belong to my nation and my nation belongs to me. This is the essence of my sense of belonging.
>
> Tui Atua Tupua Tamasese Efi

Context of the Engagement:

Where did Ara Taiohi hold the National Pacific Warriors Talanoa and Why?

Ara Taiohi is the Peak Body for youth development in Aotearoa- and is an agile and diverse team who are passionate about creating an Aotearoa where all young people thrive. Ara Taiohi is a national member based organisation with over 1600 personal and organisational members representing a diverse range of groups and practitioners who work with young people.

Given the role, form and function Ara Taiohi has as the Peak Youth Development Body to lead within this Aotearoa context, the Department of Internal Affairs Covid 19 Response funding has presented an incredible opportunity, namely the enabling of intentional and collaborative engagement with Pacific Youth Work or Youth Development practitioners through this First Wave of the Pacific Warriors Talanoa.

The Pacific Youth Work / Practitioner voice is a critical voice missing in the terrain of positive youth development research in Aotearoa, and the urgency of ensuring these marginalised Pacific communities' voices are brought to the fore, included and amplified is a responsibility not taken lightly. Coupled with this, is the acknowledgement of both the privilege and responsibility of the cultural tāonga of lived experiences and Pacific Indigenous knowledge shared during the Pacific Warriors Talanoa. These insights will be shared as appropriate as well as the wero they present for Ara Taiohi to address the relevant needs at a Portfolio, Programme, Project and Implementation level.

Pacific peoples in Aotearoa are an integral part of the New Zealand society, with approximately 382,000 living in New Zealand, currently making up 8 percent of the population. They have made significant contributions to New Zealand's society for well over a century, economically, politically, culturally and socially. With a majority being born here in New Zealand, they are a youthful population too. Given the significant population of Pacific Peoples statistics in Tāmaki-Auckland (243,966), Pōneke- Wellington (43,774) and Ōtautahi-Christchurch (18,927)[1], this made a compelling case in opting to host the First Wave of kānohi-ki-te-kānohi, face to face Talanoa in these main city centres, to ensure a solid foundation for the initial and subsequent waves of the Pacific Warriors mahi.

A majority of these scheduled kānohi-ki-te-kānohi Talanoa were successfully completed.

Unfortunately, the Covid-19 Lockdown move to Alert Level 4 on the 17th of August 2021, meant that the remaining Talanoa for both Central and West Auckland had to pivot to an online format to ensure that their community of practitioners could still have a space to Talanoa. Shifting the Pacific Warriors Talanoa to an online engagement format did mean

[1] Pacific Peoples population Figures taken from 2018 Census Data: https://www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/pacific-peoples

that more complex layers and additional planning meetings had to to be considered and factored in.

A tight-rope dance ensued, where we were conscious that many of our Pacific practitioners were frontline workers for some of the most severely affected communities from Covid 19, and did not want to burden them with another engagement. However, we were guided by the key connectors on the terms of the engagement and sought other methods like opportunities to have one-on-one virtual Talanoa, when collective calendars could not be aligned.

The general feedback from these communities was positive, in that it was a welcome space to connect with their peers given their current challenges in an ongoing lockdown environment, and to have a wellbeing check-in.

Vanessa Masoe - Community connector and practitioner from the Porirua City Council / Kāinga Ora.
Vanessa was part of an amazing team of community leaders who helped organise multiple all night vaccination events for the Māori and Pacific Porirua community which included free haircuts, musical acts and kai for the community.

Who did Ara Taiohi talk to?

Below is a table of the numbers of Pacific practitioners we engaged in the Pacific Warriors Talanoa across the motu. **Total people engaged: 301**

Centre	Engagement numbers	Organisational reach/ representatives
Auckland	**South Auckland Fono 1:** 18 practitioners **South Auckland Fono 2:** 22 practitioners **West Auckland/ North Fono:** 30 practitioners **Central / East Fono (one-on-one interviews):** 5 practitioners	Le Va, UN Youth, South Auckland Youth Network, Ministry for Pacific Peoples, Dine Academy Trust, Know your status Community Trust, Counselling Services Centre, South Seas Healthcare, The Cause Collective, School teachers and counsellors from across Tāmaki, Auckland City Council, Ranui 135, Action Education, Zeal and the Pacific Rugby league and rugby sporting community.
Wellington	**Porirua Fono:** 20 practitioners + 22 young people from Toi Whakaari and local high schools **Wellington Fono:** 17 practitioners **The Hutt Fono:** 26 practitioners **Wellington Combined Fono:** 23 practitioners from Porirua, Wellington and The Hutt **Involve Fono:** 101 attendees	Porirua City Council, Whanau Manaaki Kindergartens, Brown Caucus, Salvation Army, NUOWTR, Tu Ora Compass Health, Ara Taiohi, Youth Services - MSD, NZ Police, Kāinga Ora, Pastors from local churches. Porirua Library, Youth Aid Constables - Wellington Police, Barnardos, Local High school teachers and counsellors, Zeal, Porirua Council, Wellington Council, Voyce, Youth Inspire, Te Wananga O Aotearoa, Kids Camp, Connected, MSD, Ignite Sport, Kickstart, Department of Corrections, Kupenga Affect, Pacific Health Service, Empower, Vibe, Victoria University, Toi Whakaari, Hutt FEst / Whitireia, Mana Whenua / Āti Awa Toa, Hutt City Libraries, Office of the Children's Commission, Pacific rainbow community and Involve Conference attendees from all over the motu.
Christchurch	**Fono 1:** 24 practitioners **Fono 2:** 16 practitioners	Local High Schools, Local Churches, Voyce, Ōranga Tamariki, YCD, Canterbury Basketball, Canterbury Rugby League, University of Canterbury, E Tu Pasifika, NZ Police, Christian Mission Fellowship, Corrections, Tagata Atu Motu, Pegasus Health, Ministry for Pacific Peoples, Te Ora Hou Ōtautahi, STAND, St John of God, 24-7 Youth workers, Laidlaw college, YNot and the Pacific Rainbow community,

A Pacific Approach to Engagement:

How did Ara Taiohi design and implement the Pacific Warriors Talanoa?

The key components in our Pacific approach of the Pacific Warriors engagement design and methods are:

1. **Having key community connectors, key people who were *'trusted faces in trusted places'* in the respective cities to co-create safe spaces to Talanoa and**
2. **Building reciprocal relationships- from a *Pacific values based approach*, the theoretical underpinnings of our Engagement Approach.**

Key component 1: Trusted Faces in Trusted Places

From the outset, some Tuakana gave sound advice to split the Auckland Talanoa into: South Auckland, West/ North Auckland and Central /East as the practitioners were very conscious of not wanting to speak for another part of Auckland, or to assume that the challenges faced in South Auckland, might be the same as those sustained in Central Auckland. Similarly, in Wellington, some Tuakana recommended splitting the region into having specific Talanoa in: Porirua, Wellington (central) and The Hutt.

To honour this advice from the grassroots communities, we strengthened relationships with a small cohort of key community connectors who were repositories of wealth within their own local Pacific communities. These Subject Matter Experts (SMEs) became essential partners in the design and the delivery of our Pacific Warriors Talanoa sessions. They became brokers and co-facilitators who enabled us to hold multiple planning meetings with different members of their community, to ensure the Pacific Warriors Talanoa and approach was appropriate and carefully considered. Talanoa as defined by Vaioleti, [2]is the open, informal conversation between people in which they share their stories, thoughts and feelings

Factors like a highly competitive funding model, has meant that some of these Pacific practitioners may work for organisations who are pitching for the same pools of funding, so it can be hard to share work stories when you are seemingly in competition with one another. Our key community connectors from Tāmaki, Poneke and Ōtautahi leveraged their Mana and expertise as co-facilitators in creating a safe space, so that the Pacific participants could begin to feel secure enough to share some of their professional work stories and whakaaro.

[2] Vaioleti, T. (2006). Talanoa research methodology: A developing position on Pacific research. Waikato Journal of Education, 12, 21–34.

The key community connectors for this First Wave of Pacific Talanoa are from the following organisations:

Tāmaki

South Auckland	The South Auckland Youth Network, Le Va, The Cause Collective, South Seas and the Ministry for Pacific Peoples.
West and North Auckland	Auckland City Council and Ranui 135.
East and Central Auckland	Action Education, Youthline and Auckland City Council

Pōneke

Porirua	Whānau Manaaki Kindergartens and Porirua City Council
Wellington	MSD Youth Services
Hutt Valley	Empower, Vibe, Office of the Children's Commission and Kupenga Affect

Ōtautahi

Christchurch

NZ Police
University of Canterbury
Canterbury Basketball
Voyce Whakarongo Mai

Some of the initial key questions that were offered and co-determined as a baseline exploration for the Talanoa and discussed during the planning meetings (but not limited to these) were:

1. What is Top of mind for our Pacific Communities in this Covid space?

2.What is the best practice for "safety" for our Pasifika Youth Workers?

3. How do we navigate Technology and our Pasifika communities' access to this?

4. What can we learn about Pasifika identities?

5. What are our stories of Positive Youth development

Key component 2: Building reciprocal relationships- from a *Pacific values based approach.*

The Pacific Warriors mahi is a long-game piece of work, and Ara Taiohi is very conscious of the need to build reciprocal relationships- from a Pacific values based approach. Pacific Peoples are relational peoples, and in order to nurture and build relationships that are

reciprocal rather than transactional for this First Wave and beyond, an Engagement approach that was relational in it's pedagogy and founded upon a strong Pacific values base was crucial.

Pacific peoples are diverse as each Pacific island community holds special values that are distinct to that group, which play a significant role in how Pacific peoples act, behave, live and lead. There are, however, several enduring Pacific cultural values that bind us together.

Diagram of the Ministry For Pacific Peoples Pacific Values - Yavu Model

For this mahi specifically, the Pacific Engagement cultural model of Yavu[3] and the values such as: Respect, Reciprocity, Spirituality, Collectivism and Communitarianism, and Family were critical for the Pacific Engagement approach.

[3] https://www.mpp.govt.nz/assets/Resources/Yavu-Booklet.pdf

These are some examples of these Pacific values in action throughout Ara Taiohi's Engagement approach and some of the outcomes.

Pacific Value	Value in Action during Pacific Warriors	Outcomes
Respect	Building relationships with Trusted Leaders in the various regions - this took a lot of time and often it took a few meetings in order to build trust Having multiple planning fono to ensure the approach was appropriate - these fono varied from planning during the day, to having to schedule zoom and face to face fono in the evenings and weekends to accommodate the Practitioners who had to participate outside of their day-to-day roles Deep listening to our subject matter experts to understand what was top of mind for their communities Acknowledging Mana Whenua in the regions Creating safe spaces to Talanoa	Relationships are formed that will go beyond this first wave of engagement. Ara Taiohi can close the loop and co-determine future waves Multiple opportunities to engage in a Talanoa, is quality Engagement practise Mana Whenua connections in relation to Pacific communities, is quality Engagement practise Locally-led solutions
Reciprocity	Ensuring a high level of Manaaki was evident throughout all of the interactions, this was modelled through: food/ catering, thank you gifts and monetary remuneration to honour expertise and time Giving feedback to relevant organisations when asked by our key community connectors Connecting people and sharing contacts where permission was given Sharing the notes in a timely way that honoured the Talanoa	The Pacific practitioners have a positive experience and feel valued Ara Taiohi is able to share information and make connections across and within the sector Stories and insights from the Talanoa are shared back to the local community of practitioners

Spirituality 	Ensuring we acknowledged Atua and our Ancestors Giving space for the collective strength and prayers of all and acknowledging how this is a powerful foundation and support system for our families and for the task at hand Recognising and remunerating spiritual leaders who held the space for the Talanoa Recognising the cultures and customs that connect people and land and how this is central to the identity and wellbeing of Pacific peoples	Spiritual pou in local communities are recognised and valued Pacific spirituality values are part of quality engagement practise
Collectivism and Communitarianism 	Having multiple key community connectors and working with them collaboratively to ensure we were co-designing a safe space that added value to the Pacific practitioners Ensuring we had the wider support of some Tuakana in the community when embarking on this new endeavour as this was a crucial key to success Ensuring there was enough time to close the feedback loop and seek consensus on many decisions Sense-making opportunities and looping in with the key contacts to ensure the Talanoa had been captured correctly Sharing the notes to ensure people who couldn't physically attend the Talanoa, allowing them an opportunity to contribute	Mana/ Power is shared Ara Taiohi building a key stakeholder list for current and future engagements A collectivist / village approach to engagement Multiple opportunities for people to feed into the talanoa Closing the feedback loop-is an example of quality Engagement practise
Family 	Creating safe spaces for all ages - some children and young people attended the Talanoa Sharing knowledge and ideas about how to best serve our Pacific families going forward and keeping them always at the centre in the service of our young Pacific people	Intergenerational spaces where Pacific communities are welcome and know they belong

We have also had a deep consideration of the MPP Lalaga Fou document goals which are: 1. Thriving Pacific languages, cultures and identity, 2: Prosperous Pacific Communities, 3: Resilient, healthy Pacific peoples and 4: Confident, thriving and resilient young people. [4]

NZ Police Social worker and Youth Worker Supervisor Jeremy Faumuinā keynoting at a Pacific Warriors Talanoa.

[4] https://www.mpp.govt.nz/assets/Reports/Pacific-Aotearoa-Lalanga-Fou-Report.pdf

Key Needs that emerged from the Pacific Warriors National Talanoa

01

Impacts of Covid These are varied and far-ranging: from supporting Pasifika young people and their families who have been severely impacted by Covid, to Pacific youth workers having to pivot into the Covid Vaccinations space as connectors and navigators for their respective Pacific communities. This has taken a significant toll on the emotional, physical and spiritual wellbeing of our frontline youth workers.

02

Safe spaces for young people Having more of these kinds of spaces across the Motu that also have strong Pacific Mental Health capacity and capability. Poverty, Suicide, Racism, Education stressors, lack of access to services and opportunities are some of the stressors identified.

03

Pacific Cultural Competency Training for Practitioners who work with Pacific rangatahi, to raise awareness, critical understanding and knowledge of the diversity of Pacific peoples and raising confidence and capability when working with Pacific young people and their families.

04

Workforce Development Pacific solutions designed by, with and for the Pacific workforce delivered by experienced Pacific leaders. This workforce development should include:

- Agreed baseline safety measures
- Space for Pacific leaders to design Pacific models and best practice stories of positive youth development,
- Supervision
- Professional Development on Te Tiriti and how to best support diverse Pacific Faith-based, Sporting, Creative and Rainbow communities.
- Raising capability of Pacific staff to become top tier leaders in organisations so they can truly influence systemic change

05

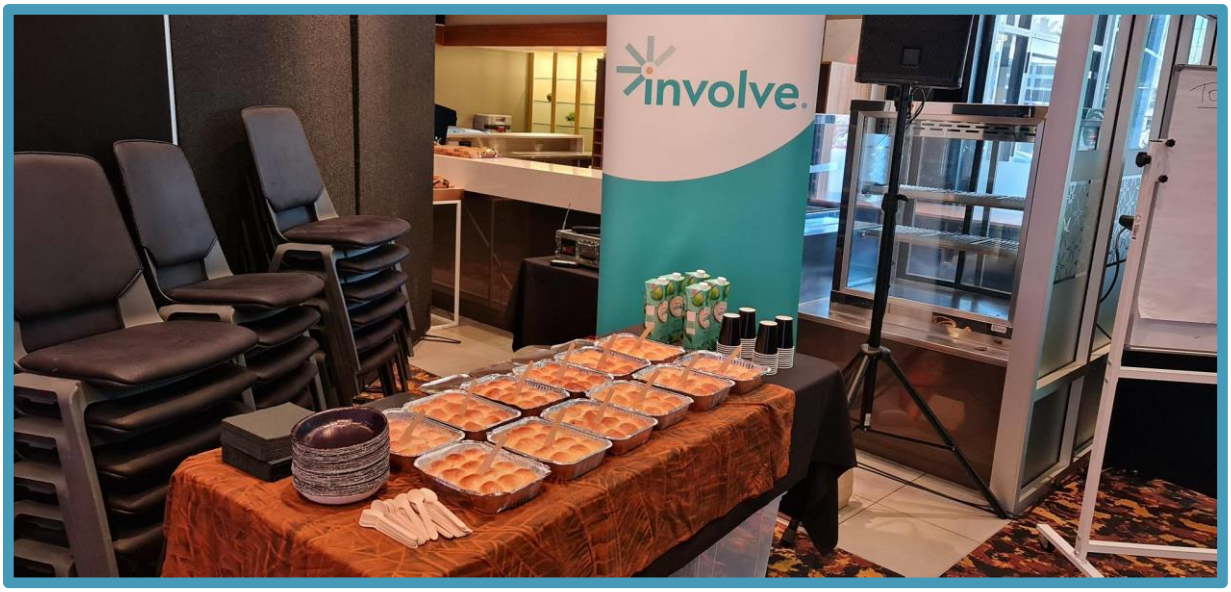
Pacific Networks Creating regular and meaningful connections, Talanoa and Pacific networks across the Motu.

What should Ara Taiohi do in response to those Key needs?

No.	Key Need	Potential next steps
01	Impacts of Covid	Ara Taiohi should look to follow up this first wave of Pacific Warriors with further engagement. All 3 main city centres have had an overwhelming response to keep the conversation going, to have a safe space to Talanoa and share insights. For Tāmaki ➤ in particular the desire to meet kanohi-ki-te-kanohi is more keenly felt in their respective parts of the city, (South, West/ North and Central) due to the extended lockdown. For Pōneke ➤ the 3 regions have identified an opportunity to put forward a handful of representatives to have a Second Wave Talanoa to have a look at a Pōneke response. For Ōtautahi ➤ a Second wave of Talanoa to consider 'what next' has also been a consistent piece of feedback. Though there were some snippets of Covid stories, many practitioners saw these Pacific Warriors Talanoa as a way to connect with their peers and offer encouragement and lift their wellbeing. A strategic move would also be to work even more closely with the key connectors to see whether Ara Taiohi could tag team with any other planned engagements or events, to enable the leveraging and sharing of community insights where appropriate, and to limit consultation fatigue
02	Safe spaces for young people- places with a strong Pacific Mental Health Capacity	**Quick win:** Ara Taiohi could connect with key MOE and MPP contacts and share any upcoming Pacific Mental Health and Wellbeing webinars Set up a Talanoa with Pesio Ah-Honi, GM of Mapu Maia, NZ's largest national Pacific Mental Health and addictions organisation Sharing and connecting Ara Taiohi connections / resources/ communications in this space

		Short term: 1) Ara Taiohi could look to get funding to do a scoping exercise on: ➤Identifying the Pacific mental health and addictions literature and resources for Pacific young people ➤Identifying Pacific mental health professionals, organisations and programmes funded by MOH, MSD and MOE -Look to create some case studies of any Pacific youth development practitioners or organisations in this space to share with the Pacific community of practitioners ➤Getting further practitioner voice in targeted community research ➤Co-designing a Youth Sector Mental Health workshop and some resources with Mapu Maia 2) Ara Taiohi could look to develop more strategic partnerships with Mapu Maia and MOU with cross-government agencies with Mental Health programmes
03	**Pacific Cultural Competency Training for Practitioners who work with Pacific rangatahi**	**Quick win**: Set up a Talanoa with Caroline Mareko from Whānau Manaaki and Fati Tagoai from MSD youth services on a potential way forward given their vast experience in the Professional Development space and cross-agency connections. **Short term:** Relationship building with key government agencies currently procuring Cultural Competency mahi. Supporting current Pacific youth development providers who may already be offering training in this space and connecting them across the Motu.
04	**Workforce Development**	Ara Taiohi could share further knowledge, training and network information. These could include but are not limited to: ➤ Piloting training sessions with some Key Pacific connectors in the community

		➤ Sharing how to use the Mosaic and ethics cards, raising awareness about the code of ethics trainings, supervision scrapbook and any relevant research resources ➤ Information about current and upcoming training modules ➤ Giving advice on what what subsidies and scholarships might be available to support the sector ➤ Facilitating a Question and Answer session on how the Korowai Tupu professional body weaves in with a Pacific worldview and whether there is opportunity to further explore this with some Pacific practitioner thought leaders. ➤ Leveraging relationships and workshops from Involve and offering / facilitating Professional Development to Pacific practitioners
05	**Pacific Networks** - creating regular and meaningful connections, Talanoa and Pacific networks across the Motu.	**Quick wins:** ➤ closing the feedback loop- post DIA reporting ➤ Securing a Wave 2 of Talanoa funding **Short term:** ➤ Funding to co-design regional communities of practise with key cities working with key community connectors ➤ Look into **running a pilot regional talanoa** in the Upper Central or Mid Central area and/ or elsewhere in Te Waipounamu as the regional challenges can be very different to the main city centres. Informally, Pacific practitioners have already reached out to Ara Taiohi for the opportunity to have a formal, regional Talanoa.



Pacific dessert at the Pacific Warriors Involve conference Talanoa

"Holona kuku mehali yona royau aka paeke"

In the forest, kuku and mehali trees live side by side. Just as different varieties of trees grow side by side in the forest, different people can work together harmoniously.

PAPUA (SENTANI) Proverb

Regional Insights and Local solutions from the National Talanoa

The following pages give some more insight into some of the Top of Mind key themes that emerged in the Main centres' Talanoa and the participants' local, solutions-based whakaaro in response to these challenges.

Tāmaki- Auckland - Top of Mind

1. The role **Education** plays for young people and the systemic barriers that young people face is very real. How can schools take a more holistic approach to working with young people, having long term solutions in the face of rising suspension numbers?

2. **Tokenism and lack of cultural competency**- peers and superiors are more worried about outcomes rather than building genuine relationships.

3. **Increasing workloads**, there are major disconnects between people in management and those on the frontlines, coupled with a lack of experienced staff.

4. **Clinical safety,** many organisations are not prioritising supervision and are referencing models that are not Pacific-centric, which causes a major disconnect and limits the impact on Pacific young people.

5. **Reaching the hard-to-reach youth** and the lack of mental health and addictions capability to wrap around them and support sustainable engagement is a primary concern.

6. The **health of youth workers** -self care and promoting a healthy lifestyle should be prioritised. This can be hard when youth workers work long hours and are often eating takeaways late at night during youth programmes. These habits will neither sustain nor encourage a youth worker to stay in this career for the long game.

7. A **baseline, high quality training programme** for new youth workers.

8. The **extended lockdown**- having to pivot to the vaccination space means that it takes up all our brainspace.

Tāmaki - Auckland Solutions:

	Solution	Notes
	More Talanoa and networking events	Opportunities to harness the collective expertise that exists in the wider group/ community of youth practitioners and formalising communities of practise Culturalized platforms circulating opportunities and information to Pacific communities Collective networks working more collaboratively and supported by funding bodies Collaboration/ Connections with the education sector
	Mental wellbeing and more professional support for front-line workers	Mental wellbeing support for youth workers on the front line Mandatory supervision for youth development organisations no matter how busy we get on the frontline
	Professional learning development opportunities	Capturing and sharing the voices of those organisations who are doing it well or have been in the game for a long time and have that Mana to teach others Professional Learning Development led by, with and for Pacific peoples in order to equip people on authentic engagement and moving beyond the tokenistic approaches
	Pacific-led solutions that require a systems change approach in funding to promote collaboration	Our Pacific leaders getting time to create Pacific-specific models Collective networks working more collaboratively and supported by funding bodies Funding bodies working in a new and different way to bring systemic change

Remembering our superpowers

Reminding our people that we are capable of building THRIVING and nourishing communities wherever we settle

Holding co-design fono that honours multiple generations within our Pacific communities: grandparents, parents and young people together

Pacific practitioners created a model of: What does 'Thriving' in their city look like at a Pacific Warriors Talanoa.

"Ua tuhituhi mai kae omai ke gahua auloa"

Stop pointing, come and work together. When we work collectively as a team, we can achieve great things.

Niuean Proverb

Pōneke Wellington- Top of Mind

1. **Mental health, counselling access and support for Pacific young people**- some schools have so many young people on their books. Pacific students are not exactly accessing these services.

2. **Suicide rates**- amongst young people, they are getting younger!

3. **A platform for rainbow rangatahi in Porirua** is needed, right now!

4. People roll out **so many engagement and pilot programmes** in Porirua- these '*fly in -fly out*' programmes are not run by locally trusted Pacific peoples. We keep getting the same narratives told by outsiders about us as Porirua. This needs to stop, now.

5. **Lack of Pacific representation in senior levels across services** - how do we have a voice at decision making tables that could really influence systemic change for our Pacific communities?

6. **Education- a lack of Pacific teachers**. Current education staff need wrap-around support and Professional Development as they are not equipped to work holistically with our Pasifika young people and their families and the obligations outside of school that our Pasifika youth have to adhere to on top of their school work.

7. **Poverty and the working poor class** that many of our Pasifika families fit into, has been severely exacerbated with Covid 19 e.g. access to technology, wi-fi, lack of adequate and affordable housing, not being able to celebrate, mourn or send our family off in funerals due to Covid 19 restrictions, additional financial stressors etc.

8. **Racism** that our young people face - being labelled as 'dumb, stupid, rugby players, and only good for pursuing Trades as a career option'

9. **Young people being scoped as prospects for gangs**

10. **Identity** struggles as Pasifika peoples of the diaspora

11. **Workloads** for Pacific youth workers is heavy and not supported well enough- this was especially evident through the COVID 19 lockdowns

Pōneke- Wellington Solutions:

	Solution	Notes
	Youth Places, Platforms and Spaces that strengthen identity	More offerings of Youth activities, programmes, Fono and major events that strengthen belonging and Pasifika Identity e.g. Hutt Fest A Rainbow platform and fono for Pasifika communities
	Youth-led design	Having young Pacific people at the table for designing these solutions
	Re-imagining funding	Key Pacific movers and shakers / trusted people also having a seat at the decision making table. Cross-Agency Policy makers and Philanthropy working 'with' our communities not doing things 'to' us- they should take the "***nothing for us, without us***" approach
	Professional learning places and spaces	Multicultural hubs – somewhere all the ethnical groups can learn Access to affordable and adequate housing and programmes that enable home ownership knowledge Spaces to connect and design our solutions Alignment of services to better suit youth and making it customised and accessible for our youth, coupled with practitioners who look like them or culturally capable practitioners who are able to navigate and understand a Pasifika worldview Fono around the Gang problem Sharing great insights from practitioners doing it really well
	Education partnerships	Key shifts needed in the Education space to have good outcomes for our Pasifika rangatahi Fono with the Ministry of Education and schools

Pacific youth worker and community development practitioner Zion Tauamiti facilitating a session of 'The Role of Pacific peoples in relation to Te Tiriti' at a Pacific Warriors Talanoa.

"E fofō e le alamea le alamea"

The solutions lie within our communities

Sāmoan Proverb

Ōtautahi Christchurch- Top of Mind

1. Ōranga Tamariki Pacific staff have many challenges to navigate
2. Disconnect between leadership and operational staff
3. Services are very siloed in Christchurch
4. Do our Pacific peoples know the inherent superpowers we have? How do we as Tangata Moana unite, with meaning, with purpose to serve our People? Why aren't we doing this?
5. How can we learn more about the Rainbow community and better serve them?
6. We are tired, where are the other workers?
7. Needing more connection spaces and opportunities to grow our thinking and practise as youth workers in a Pacific way
8. Our Pacific youth being targeted for gangs

Ōtautahi Solutions:

	Solution	Notes
	Professional learning and development	Time and space to share what philosophies work across Christchurch Professional Development within our organisations and across the city for Pacific youth workers - the funding struggle is real and so this would take the barrier of access away / having to take time off
	Procurement processes	Looking at Procurement- you need Pacific people on panels to ensure you're not always hiring people who look like the majority

Working with Mana Whenua	Working with Mana Whenua more in our projects and programmes
Pacific-led	Given the mana to lead in a Pasifika way Utilise us as Subject Matter Experts Decolonise those systems

What was achieved?

Pacific Warriors Talanoa in the main centres allowed for connection and networking for Pacific youth workers/ practitioners.

These Talanoa were co-designed with local SMEs and held in a culturally appropriate way, relevant to the local context. Because of this Pacific engagement approach, safe spaces were created and enabled pacific youth workers to talk about what was top of mind for them in their work as well as to shift into a creative moemoeā (visioning) space to talk about 'What Thriving Looks Like' for their respective cities. This moemoeā kōrero was very energising because it was very solutions focused and had elements of hope and faith for their communities. Comments such as '*we need to do this more', 'it's so encouraging to break bread with other people serving our communities', 'it's good to know we are not alone in our struggles' and 'I learnt so much today*' were evident throughout the Talanoa. Coupled with this was the allusion to so many Pacific proverbs, spiritual verses and cultural stories from many of the practitioners.

For the Pacific youth practitioners in Auckland, the Talanoa also served as a wellbeing connection point, one where they could share a little bit of their struggle in the extended lockdown period, but moreso, have a space to "speak life" to each other, and have some fun and moemoeā conversations that could help lift them out of the 'survival mode' they were facing in the Covid19 environment.

What other community benefits or outcomes were achieved?

In Pōneke, the Hutt Valley community organised their own follow up hui to the Pacific Warriors Talanoa. They scheduled and ran this in November once people were comfortable to get together again, so that they could reconnect and revisit '*What does Thriving look like*?' for their community. A small group of Hutt Valley practitioners funded the kai for this hui. At this Talanoa, they also nominated some up and coming young leaders to take the reigns in organising future Hutt Valley hui.

In Ōtautahi, following the Pacific Warriors Talanoa, one of the Pacific youth workers has organised a monthly Kava club for Pacific youth workers on a Friday afternoon. The youth workers are hosted with Kava and food and have 2-4 hours where they can enjoy Kava and talk about their mahi.

Some of the Senior youth practitioners from the Pacific Warriors Talanoa were invited to the Ministry of Education Pacific Unit's Critical Consciousness design planning day and will hopefully take a lead for the youth sector in this piece of work in 2022.

Final Words

The community of practitioners across the Motu were very appreciative of the opportunity to come together and Talanoa, and look forward to more waves of Pacific Warriors Talanoa in the future.

The scale and complexity of issues that the youth organisations face are beyond the siloed approaches that have existed in the past and Covid 19 has further exacerbated the divide for these minority Pacific communities.

The Pacific Warriors initial engagement has brought to the fore, the desire for a way to show up differently, one where collectively, Pacific leaders can co-design a vision, foster will and then find resources to co-create these new approaches to address the systemic, complex and challenging issues Pacific young people and communities face.

Ara Taiohi recognises both the privilege and responsibility in hearing Aotearoa's Pacific Youth Development Leaders' and Practitioners' stories, knowledges, worldviews and indigenous brilliance. Ara Taiohi looks forward to partnering and collaborating with these valued communities of practise, to help everyone to bring their collective gifts to the table, creating an Aotearoa where all our rangatahi, and in this context, specifically our Pacific rangatahi, can flourish and thrive, as leaders for today and for the future.

Pacific attendees at the Involve Conference Pacific Warriors Talanoa session

"Oli aena guri'ai"

Return to the tree stump. The space around a stump is fertile and sacred, we must live our lives as Pacific peoples with dignity, being people who are rooted to our cultures and to the land.

Solomon Islands Proverb