

National Pacific Practitioners' Fono Report 2023

For NGO and community practitioners working in
the areas of family violence and/or sexual violence.

Together, strengthen and enable Pacific
practitioners working in the areas of family
violence and sexual violence to make an
enduring impact

Tēnā koutou katoa | Mauri | Noa'ia | Talofa |
Mālo ni | Ni sa bula vinaka | Fakaalofa lahi atu |
Kia orāna | Mālō e lelei | Tālofa lava

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FOREWORD

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Fakaalofa lahi atu | Kia orāna | Mālō e lelei | Tālofa lava*



*Komiti planning meeting for the National Practitioners' Fono
Back row - L to R: Michael Sua, Fono project team; Joy Sipeli, Komiti; Maggie Felo, Komiti;
Kyla Rayna, Komiti; Risati Ete, Te Puna Aonui; Lafaele Baice, MSD; Diana Vao, Komiti.
Front row - L to R: Liz Tanielu, Te Puna Aonui; Nicky Sofai, Komiti; Tevita Fakaosi, Komiti; William Pua Komiti,
(Komiti members absent – Tima Hunt, Uipo-Tagaloasa)*

On 6 and 7 July 2023 Pacific practitioners working in the areas of family violence and/or sexual violence met for the first time at a national fono in Auckland.

The Fono heralded a much awaited and anticipated need for practitioners to gather, connect and reflect, especially following the nationwide response to COVID-19 pandemic and recent extreme weather conditions in parts of the country where practitioners were at the forefront. The energy at the Fono was vibrant, challenging, and hopeful all at the same time.

New connections were formed, and existing or distant relationships were renewed and strengthened. The driver for this was to create a shared understanding of [Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence](#) and explore ways to ensure the voices of practitioners were front and centre of the Strategy's implementation.

Central to this was the 'Heart of Hope' dedication where each participant had the opportunity to reflect and share their purpose or driver for why they did the work they undertook.

Together, this report identifies the key themes and messages from the Fono to serve as a base document to inform future planning and implementation with a particular focus on frontline practice, workforce development and practitioner wellbeing.

We were overjoyed and overwhelmed by the response and the validation for the need to connect, share and move with purpose. The next steps are effectively now in our regions to progress alongside the national monthly online meetings. There's so much more that could have been added to the programme, but the overall objective was to create a catalyst for people to connect in a genuine and intentional way to map out a way forward together.

The National Komiti

About The National Komiti

The Komiti is supported by Te Puna Aonui and currently comprises a small team of Pacific practitioners drawn from the National Practitioners' Forum. Each member volunteered to join the team to work with Te Puna Aonui to make the Forum's idea of a National Fono a reality. Their role is to work with the recently appointed coordinators to advance the Forum's goals of fostering connectivity, sharing knowledge, and collaboratively identifying priorities and actions to combat family violence and sexual violence within Pacific communities. The term for the current membership is until June 2024. More information will follow about the process to sit on the Komiti from July 2024.





ABOUT the Fono

"By practitioners, for practitioners"



A key focus of the Fono was to strengthen connections amongst Pacific practitioners and create a shared understanding of Te Aorerekura - National Strategy to Eliminate Family and Sexual Violence.

The inaugural Pacific practitioners' Fono brought together NGOs and community practitioners and leaders working in the areas of family violence (FV) and sexual violence (SV).

The focus and subsequent outcome of the Fono was to:

- Build and strengthen connections amongst Pacific FVSV practitioners
- Create a shared understanding of Te Aorerekura, Shifts and Actions

- Consolidate and embed enduring engagement platforms for Pacific stakeholders to contribute towards the design, implementation, and review of Te Aorerekura (ref [Action 5 in Te Aorerekura Action Plan](#))
- Strengthen and enable Pacific FVSV practitioners to be better supported in their roles.

The Fono participants discussed first hand what is important to each region to address barriers linking national and regional strategies, and the importance of shared understandings of models, practices, and frameworks. It also led to a deeper understanding of the regional, local workforce and appetite for future fono and methods of engagement.



NEXT Steps

Regional Fono

Planning for regional fono is underway for the purposes of:

- strengthening existing networks and getting clear on how to stay connected
- creating a shared understanding of Te Aorerekura and what implementation looks like locally
- understanding what Pacific FVSV practitioners require to be better supported

The Project Coordinators will work closely with regions to form a working committee to determine:

- what is already known (profile, data etc), existing strategies and plans operating in the region
- scope and scale of the gathering
- topics of interest for local practitioners

Te Puna Aonui will support by facilitating regional government agencies involvement.

CONTACT: pasifikalead@toah-nnest.org.nz

National Family Violence / Sexual Violence Pacific Practitioners' Forum Coordinators



RASELA LUAPO | VAISALA, GAGAIFOLEVAO

Rasela is 0.5FTE Project Coordinator and 0.5FTE Sexual Violence leader in the SV NGO sector. She is of Samoan descent and based in Wellington. She was born and raised in Porirua where she lives with her husband and their three children.

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CECILIA BESSIE VAKAMEILALO-KIOA | TONGATAPU, VAVA'U, HA'APAI, UPOLU

Cecilia is 0.5FTE Project Coordinator, she is of Tongan and Samoan descent and based in Auckland. She currently serves the kaupapa of Leadership NZ as a group facilitator and programme connector, for The Mana Moana Experience (Community Service Leadership Programme), Tū Mau Mana Moana (Public Service Leadership programme) and the NZ Leadership Programme.

CONTACT: pasifikasupport@toah-nnest.org.nz



Staying connected

The National Pacific Practitioners' Family Violence Sexual Violence Pacific Forum has been meeting monthly via Zoom since November 2022. It is a space to build connections, both locally and nationally, to highlight issues and trends, hear from subject matter experts and be informed about the work underway, to support Pacific communities and families impacted by Family Violence and Sexual Violence.

CONTACT - pasifikasupport@toah-nnest.org.nz for more information

SUBSCRIBE TO MONTHLY UPDATE

<https://rb.gy/zv7ry>



HEARTS OF Hope

The 'Hearts of Hope' dedication was to create an opportunity for Pacific practitioners to reflect on their WHY. To share with others what motivates and inspires them to do the work, which is often hard and very challenging.

Participants were invited to write their dedication on a 'Heart of Hope' card. They were displayed throughout the two days as a focal point and reminder of our shared WHY and driver for being the best that we can be.

Examples of some of the 'Hearts of Hope' are shared throughout this report.

A big thanks to William Pua of Va Keepers (Auckland) who presented the concept to the Komiti who then developed it for the National Fono. It was so well received; it will be used in regional fono.

We acknowledge Pacific social enterprise Pepe Love Limited (Wellington) who took our concept and developed our 'Hearts of Hope' dedication cards.

To my children and grandchildren.

You gave me reason to break the cycle.

I pray you all continue to love and bless your own families with love, safe spaces, and courage for the coming generations.

Love Mum xoxo



This heart is dedicated to my beloved mother who lost her best friend, love of her life and husband, my father. The trauma she suffered had left a huge loss in our own relationship that she decided to also disregard me as her daughter. Despite I will always love her always. I just want her heart to heal.



Less paperwork to fill.

Less running round from one person to the next asking for support.

Really excited that Govt is in partnership with community so that us as frontline workers don't sound like empty drums. Now when we say we can do we can deliver.



The law and government systems have been the cause of family violence to many families and individuals. The system fails our people. The community are the bearers of the abuse stories and walk side by side in their healing journeys. The system must do better. Police must do better. Government agencies MUST DO BETTER.



NATIONAL STRATEGY

Te Aorerekura and Te Puna Aonui

Te Aorerekura - the national strategy for the elimination of family and sexual violence strives for systematic change. The strategy spans over a 25-year timeframe due to the intergenerational nature of family and sexual violence in Aotearoa New Zealand. Family violence and sexual violence have profound intergenerational effects on almost every aspect of life.

Te Aorerekura considers a wellbeing response that requires all of government, and for agencies to not be working in isolation. It also recognises the need to be community led.

Te Aorerekura aims to reduce and ultimately eliminate family violence and sexual violence to allow all New Zealanders to live safe, connected, healthy and full lives for generations to come.

Te Aorerekura recognises that violence knows no boundaries, is Te Tiriti based, and focuses on intergenerational healing using Te Tokotoru model to respond, strengthen, and heal. The strategy is guided by six shifts and an action plan.

[National Strategy to Eliminate Family Violence and Sexual Violence | Te Puna Aonui](#)

An outcomes and measurements framework has also been developed which defines national outcomes and the

indicators that will be used to measure the progress to implement the [shifts of Te Aorerekura](#).

Tracking the progress of Te Aorerekura | Te Puna Aonui

The Fono is a great example of Te Aorerekura in action, where community and government can come together and work together shoulder to shoulder.

This is an example of the change we are wanting and need to see, in how government and the community are working together.

Te Aorerekura is supported by Te Puna Aonui, which is a collective of nine government agencies and four associate government agencies. Te Puna Aonui is directed by an interdepartmental executive board and holds them to account to work collaboratively together. Te Puna Aonui is responsible for implementing Te Aorerekura.

About | Te Puna Aonui



A CHANGE 180 YEARS in the making

The then Minister for the Prevention of Family and Sexual Violence, The Hon. Marama Davidson, represented the Government at the Fono and covered the theme of weaving knowledge and actions together in relation to Te Aorerekura Strategy.



Hon Davidson told a receptive audience that it was an honour to be seated at the table with people she described as “incredible heroes” which included “many, many Pacific champions”.

She said that Polynesian and Pasefika cultures were a collective that understood that no individual reached places of privilege in service without the support and guidance of the community.

As a Minister of the Crown, she said there was a duty and responsibility on Crown structures and systems to ensure they were confirming the voices, leadership, expertise, and cultural ways that were the strength of the work being done to heal and prevent violence in the community. The work of Te Aorerekura, the strategy to eliminate family and sexual violence, was to affirm the power the community already had. “Not just with words, not just with the strategy, but with the authority, the mana, the power, and the resources,” she said.

Ms Davidson emphasised, “We have a lot more work to do to correct long standing imbalances, long standing discrimination, long standing inherent racism and classism across all of our systems.

Ms Davidson noted that, when Te Aorerekura was launched, the purpose was to open up on where they had gone wrong, and to create the space for communities to mobilise, to lead their Mahi, and to

ensure that government worked its own backyard out, that Government agencies talked to each other and collaborated properly and that agencies realised that it was at the community and whanau level where work had to be focussed.

“The Government has to set up the scaffolding to change how we have worked, to allow the long journey of this task to happen,” the Minister said.

Ms Davidson went on to say that the systems in place, decades, and generations entrenched, were not succeeding in the work they were supposed to do. It is now time to unwind that method, turn to a way based on relationships and to understand how to work together as Crown, NGOs, and whanau.

“*Te Aorerekura* – is a strategy we have never seen, even getting all the people involved to agree on a starting point to do this work, but it all comes back to one main principal - to affirm the community leadership, to completely turn upside down the power and where it has been located.

“The magnitude of that work can keep me awake at night,” said Ms Davidson, “But then I come into a room like this, full of joy and hope and connection ... finally realising that this is the way these colonial systems should have been operating from the very start and that it can be overshadowed by the aroha of our indigenous leadership.”

- Hon. Marama Davidson - July 2023

PRACTITIONERS' FONTO

to strengthen connections

One of the first speakers at the Fono was Emma Powell, Chief Executive of Te Puna Aonui, who told the participants she was happy to be back in South Auckland where her career had started.



"As I have journeyed through my career, I am now in a space where I can heal through fixing broken systems instead of broken lives," she said.

"Systemic change must happen to enable the change that you (Pacific Practitioners) are striving for every single day in the communities you serve. I want to recognise and celebrate the work that we do, and importantly, the practitioners' committee which drives and strives to bring us together."

Emma said the conference meant coming together, standing shoulder-to-shoulder, and working through solutions, going deeper into the challenges.

"I can't guarantee that (change) will happen quickly, but it absolutely will happen. We have a 25-year strategy, it's pretty rare in Government to have a 25-year commitment

to something, and it means that we can go forth and do the things that are right and not just the things that are quick," she said.

The next stage, following the Fono, was to take the message out into the regions and start a "groundswell of activity", and she was really looking forward to see how that transpired.

"We need to make sure we know if we have an impact or not. Too often we don't invest enough into evaluating and telling our stories," Emma said.

"I know that the system has not worked for many and has perpetuated further trauma, and that is not good enough. We need to acknowledge that, and we need to be better at how we understand those harms because it is all part of the healing."

She said everything that was done at the Fono and in the day-to-day work conducted by practitioners, set them up beautifully for the future, because it was community-led.

"We (Te Puna Aonui) are here to blow the wind in the sails of others to achieve fabulous outcomes, so for us it is about working out what role we play and working out how we do that. We also need to ensure the Government gets its role right"

- Emma Powell



IN THE SEAT TO DRIVE

change for the better

Judge Ali'imua Sandra Alofivae, MNZM, speech took a critical look at how to ensure Pacific voices count to drive change across the system.



She described the coming together at the Fono as “the dawning of a new day” and a chance to reflect, revisit and recalibrate the collective and unique Pasefika responses to family violence and sexual violence in 2023 and moving forward.

She told attendees that it was “a dark and painful road” for many in the Pacific community, but what she noted was that people found it within themselves to dig deep and even carry their own pain to help others.

“I’ve been asked to provide a commentary on how we make our Pacific voices count to drive change across the system. It’s a bit of a reality check, but I do it with the heart of us standing together, we are in the trenches together, we are in the hills and valleys together. As a migrant population who has claimed Aotearoa as our own home there is responsibility on us to build what we believe a better nation looks like,” she told her audience.

*“We are in the trenches together,
we are in the hills and valleys
together. As a migrant population
who has claimed Aotearoa as our
own home there is responsibility
on us to build what we believe a
better nation looks like”*

- Judge Ali'imua Sandra Alofivae

“Family and sexual violence problems are not new, they are as ancient as the days, and if you are a reader of the Good Book, you know very well what I am referring to. So as a nation we are beginning to mature in how we recognise harm, but I have to say we are also slower in working out sustainable, transformative ways in dealing with these issues.”

With a background in law and an MNZM (Member of the Order of Merit) for services to youth and the Pacific community, Ali'imua has gathered a wealth of experience.

She said having had the privilege of working with babies, children and young people impacted by violence, and for the past two-and-a-half years serving as a Commissioner on the Royal Commission of Inquiry into Abuse in Care in both State and Faith-based institutions, she felt she was speaking from a position of knowledge.

“There are a number of Pacific survivors in those settings, who shared their experiences. The accounts were disturbing, they were harrowing and excruciatingly painful and it was certainly not for the faint-hearted” she told a hushed room.

“(We need) to challenge the agencies to take a whole of Government approach, because we need to work out how we can truly support and contribute to breaking down the complex systems that can get in the way of people doing their work,” she said.

How do we ensure our Pacific voices count to drive change? There’s a number of levels. There’s the survivor voice, the victim voice, the perpetrator voice, there’s the provider and agency voices.

We all wear multiple hats so that when we come together everyone feels armed and pumped. We can all feel passionate, but if it doesn’t lead to effective change, we haven’t really moved the dice.”



BUILDING A PATHWAY for a better future

Judge Ida Malosi, the country's first female Pasefika judge, spoke at length about building confidence towards innovative responses in restorative pathways.



Judge Malosi pointed out that with so many Maori and Pasefika politicians in Aotearoa these days, the time was right to get things done.

"This is a really challenging space that we occupy and there is still so much work to do," she said.

"But ... someone will always be there to follow the legacy."

The responsibility of the current leaders was to impart knowledge, to let people know that while their cultural responses were seen as innovative in the Pacific world, they were, for Pacific people, "sacred", and it was their job to pass them from generation to generation, to make them of their time, but still true to who they were as people.

"Our people have been telling us 'Justice people don't know what you are doing,' and in an appropriate way we are acknowledging that the system does not work for our people," she said.

"By that I mean our people come into the system and exit, either the same or often worse. So how do we create a system where somebody comes to court and actually leaves knowing what went on, and of the view that they were treated fairly. They might not like the outcome but (at least) they understand what happened."

Judge Malosi said the solution has to include everyone – the people working at the coalface and the people trapped in the justice system.

"It has to be a given, in any just system, that people are held to account. We know, through our healing practices, that you cannot truly heal until you believe that you have made right a wrong you have created," she said.

So, the question was, how to encourage communities to stand up.

"That's where you all come in," she told the Fono participants.

"You can tell us what the community connections are for the person we are trying to create a community for."

Judge Malosi accepted that it wouldn't be easy to facilitate change, admitting that she had at least "one scary moment" every day stepping into spaces she would rather not, but it was vital to build confidence to fill those spaces.

"There is nothing you can do except just put one foot in front of the other, be fearless, look to examples," she said.

"Reach out when you need to reach out. I encourage you to reach out to one another. People occupy positions, but ask me who I am, and I will say I am the daughter of migration."

She said that while she would always want people to honour that migrant story, maybe it was time, and that change was coming.

"We need to start talking about experiences ... embracing successes. How we can make it better and easier for the generations to come and we need to be strategic about how we use all this power," Judge Malosi said.

"This may be that point in time when we look back and think 'we knew this work was urgent,' and we came away from that conference with an increasing sense of urgency. This is a changing of the guard."

With that in mind, she urged the next generation not to wait to be invited into the space, but to get involved, and she promised that she, and others, would be there to give support.

"Change is coming. It's why I took up the challenge of being the Principal Youth Court Judge at a pretty challenging time. Because I want to be sure they (youth) are not left behind," she said.

"So as long as I turn around and see our young people I can keep going forward. So always look in your rear vision mirror for our young people and be bold about stepping forward. Perhaps for a moment you will lose them, but so long as you know they are coming keep going and let them know that we are always there."

*"We come from the people, we
belong to the people, we are the
people"*

- Judge Ida Malosi

WHAT WE HEARD



Attendees at the Fono held strong views about what needed to be done. Through the registration process, discussions at the Fono and in their feedback following the Fono, participants provided a range of responses.

ONE OF THE MOST CRUCIAL QUESTIONS ASKED WAS...

What is the most important long-term change you think is needed to eliminate Family Violence and Sexual Violence in a generation?

Answers to the question were widespread:

- Education in every setting, at all levels, tailored to all Pacific audiences. Break the cone of silence. Include use of alternate means of education (e.g., social media) starting with prevention at a young age and encourage strength-based messaging showcasing positive Pacific role models.
- Invest in amplifying the voices of children and young people to prevent and further address family violence and sexual violence.
- Investment and resourcing that does away with siloed services.
- Improve genuine collaboration between government and NGOs.
- Modes of services that include healing and culturally appropriate rehabilitation through the Justice based pathways.
- Address the underlying causes of violence including poverty (and intergenerational impacts of poverty) and housing.



“Stronger community leadership in breaking down those cultural and spiritual practices (not values) that perpetuate or reinforce barriers to break the cycle of violence.”

- Fono participant

“A family-focused approach to government investment that also recognises the different roles that people hold within immediate, extended families and communities. Invest in tools and upskilling.”

- Fono participant



ANOTHER QUESTION WHICH PROVOKED A THOUGHTFUL RESPONSE WAS...

What do you think is the most urgent next step by Government to deliver the greatest impact?

Pacific peoples' inclusion and visibility in policy, service design and practice

- Ensure the Pacific voices (in particular voices of survivors, witnesses of violence and users) are genuinely reflected in policy and practice.
- Greater use of and recognition for ethnic specific and Pan Pacific cultural frameworks to improve cultural understanding and education at all levels of government and sector workforce.
- Recognise the strong intersectional perspectives including lived experiences that Pacific peoples and communities can contribute.
- Use a 'family centred' approach.



A more culturally trained and expanded Workforce

- Greater understanding of regional NGO workforce needs and a clearer coordinated approach to improve recruitment, retention, and recognition of cultural skills of Pacific workers.
- Invest more in clinical and cultural supervision.
- Targeted scholarships to address workforce gaps.
- Improve the government frontline workforce with more consistent training.

More integrated, better coordinated, tailored, and accessible Government services

- Easier access to support from all Government agencies, such as WINZ (Work and Income NZ), housing support and immigration.
- Sustainable Investment – funding should be relational, non-competitive and includes an evaluation, continuous learning function.
- Ensure prevention education from a young age. Implement educational programs in schools and especially in communities to raise awareness about sexual and family harm, consent, healthy relationships, and the reporting process. This helps empower individuals to recognise and respond to harmful situations.
- Culturally appropriate rehabilitation. While holding offenders accountable, invest in rehabilitation programs aimed at reducing reoffending rates and addressing the underlying issues that lead to harmful behaviour.
- Address the drivers of violence, for example poverty cost of living.
- Proactively socialise Te Aorerekura in the regions.



“Upskill community leaders to cultivate and foster safe environments where people are encouraged to speak up about family and sexual violence and not feel silenced.”

- Fono participant

“Explore ways to improve reporting/ data collection of the agencies that are funded, so there is an indication of what is working. Government agency reports include break down of data by Pacific ethnicities.”

- Fono participant



Improved engagement led by government agencies and between government and NGOs

- Ensure there is integrity in all government led engagements.
- Better coordinated and fewer Government governance structures across multiple projects.
- Better collaboration between Government, NGOs, and communities.
- Support the inaugural national Pacific Practitioners' fono to continue to meet on at least a bi-annual basis
- Genuine and long-standing relationships between government, NGOs, and community leaders

Growth of the Pacific NGO Sector

- Invest in existing successful Pacific services currently operating under mainstream providers who can generate more impact by being standalone Pacific service providers.
- Recognition for the maturity/readiness of Pacific providers and communities through increased social investment in upscaling work that is making a positive impact.
- Build enduring backbone support to enable providers in regions to operate more effectively as collectives where they can share information, work better together on shared priorities, address gaps, reduce duplication and highlight operational issues with the system and provide solutions to address.



“Inclusion – making sure the Pacific voice is involved in the work and to listen to that voice during the consultation.”

- Fono participant



THERE WAS ALSO A STRONG RESPONSE TO THE QUESTION...

What do you think is the most urgent next step by NGOs and communities to deliver the greatest impact?

- Support community-based approaches and projects which amplify the diverse voices of Pacific peoples and families
- Work better together and form connections with one another through regular meetings and regional Fono
- Embed Pacific frameworks in the organisations and provide culturally specific and appropriate training to all staff
- Ensure staff have access to quality clinical and cultural supervision
- Continuously review processes for improvement such as the referral process
- Proactively provide a platform for specific support and training in the implementation of Te Aorerekura
- Collect and present information and data that demonstrates the positive impact NGOs and communities are making to Pacific families.
- For all mainstream providers to be more supportive of utilising Pacific frameworks in the workplace and enabling practitioners to attend the Pacific practitioners meetings.



“Working together and forming connections with one another through regular meetings and regional Fono”

- Fono participant



FONO FEEDBACK



THE NATIONAL PACIFIC PRACTITIONERS' FORUM HOSTED THE INAUGURAL FONO ON THE 6TH AND 7TH JULY 2023.

The themes for the 2023 Fono were:

01

Navigating the relational space, exploring the diverse cultural frameworks we use in our services with families - what works, what are we learning

02

Building a skilled, culturally capable, and sustainable workforce

03

Practitioner wellbeing – reclaiming our space.

The Fono brought together a wide range of NGOs and community practitioners involved in the mahi of family violence and/or sexual violence prevention. There were

300

registered participants

250+

attended in person
across the 2 days

Being amongst other Pasifika professionals who share the same values, beliefs, the same humour, dress, and passion for the mahi they do in the Family Violence & Sexual Violence prevention space.

I came away from the Fono feeling refreshed my cup was full again

- Fono participant

Participants came from a range of locations

Kaitia, Kaikohe, Auckland, Tauranga, Hamilton, Rotorua, Napier, Hastings, New Plymouth, Palmerston North, Wellington, Timaru, Christchurch and Invercargill.

Participants came from

Iwi, mainstream and Pacific health, and social service providers and communities.

Types of practitioners in attendance included

social workers, counsellors, practice leaders, community liaison/navigators, court support advocates, clinicians, youth mentors, managers, and chief executives.

Government attendance included

Te Puna Aonui agencies - Ministries of Social Development, Health, Justice, Education; Ministries for Children and Pacific Peoples; Department of Corrections, The Treasury, Crown Response Unit to Abuse in Care Royal Commission of Inquiry and South Auckland Social Wellbeing Board.



Participant Feedback on the Fono

25%

of participants found the Fono *very useful*

75%

of participants found the Fono *extremely useful*

100%

of participants feedback would like the national fono to be a regular event

101

completed feedback forms

Most useful:

- Networking/connecting
- The range of quality Workshops
- Insights from the keynote speakers
- By Pacific, for Pacific
- Relevant content on how to make an impact
- A safe space to share and have courageous conversations
- An opportunity to reflect and celebrate who we are

Shared ideas for future fono

- Similar, noted how well it had gone
- Regional fono
- More government information
- Ability to attend all workshops
- Maintain progress
- Work around frameworks
- Progress on embedding cultural frameworks in the workplace
- More engagement/connecting/networking opportunity
- Keynote speakers diverse Pacific people, i.e., lived experience, young person etc

Feedback for future Fono

- Fono held regionally to encourage grassroots practitioners to attend as part of professional development.
- Fono needed more often. Annually is not enough to cover the depth, length and the importance of family violence and sexual violence prevention.
- A forum where agencies can share their experiences, and this to be collated and shared so we are in a better position to identify and address patterns and trends. Right now, community agencies are dealing with challenges on a case-by-case basis.
- A programme enabling us to attend more than one workshop. All the workshops looked so good, but we were only able to attend one
- More pacific youth speakers
- Youth engagement, and voice, along with SV workshops specifically for those who work at frontline and aftercare pacific services

Open talk about FVSV and more knowledge about the Te Aorerekura and the National Strategies was of value

- Fono participant



NGO CEs at National Fono



FONO Workshops

THEME

Navigating the relational space, exploring the diverse cultural frameworks we use in our services with families - what works, what are we learning

1. Nga Vaka o Kainga Tapu – addressing family violence through Pacific cultural frameworks

Presenters – Nga Vaka facilitators and The Cause Collective

A panel discussion showcased the eight ethnic specific cultural frameworks designed by communities for communities to build the capability of practitioners to address family violence.

First designed in 2012, presenters discussed how the training continues to be fit for purpose in an evolving and increasingly diverse Pacific population in Aotearoa and has been learnt over ten years of delivery and evaluation.

The eight frameworks are Fofola e Fala ka Talanoa e Kainga (Tonga), O le Tōfā Mamao (Samoa), Turanga Māori (Cook Islands), Vuvale Doka Sautu (Fiji), Ko Fakatupuolamoui he tau Magafaoa Niue (Niue), Toku Fou Tiale (Tuvalu), Boutokaan te mweeraoi (I-Kiribati), Kāiga Māopopo (Tokelau).



2. Tapasa mo aiga saili manuia – family compass in search of peace

Presenters – Pastor Dr Paul Muamai Vui-Siope, Leatuavao Rebekah Rimoni, Fuimaono Tuimafuiva Fetui Iosefo and Fuimaono Tuimafuiva Leah Porea

E fofu le alamea le alamea, a family's approach to dealing with past trauma of sexual violence as the first respondent healers. With the convergence of western and indigenous knowledge, the ability for families to believe that they can heal within their families has been diluted. Sexual violence within families has unfortunately become the norm within Aotearoa, and instead of our indigenous ways leading the way in healing, we have enabled the State to take the dominant space and place of our families.

In a film Loimata, The Sweetest Tears, the Siope family share a glimpse into their aiga indigenous ways of healing and dealing with sexual violence, violence, and displacement of identity as a family. They demonstrate



'e fofu le alamea le alamea within their tapasa mo aiga (family compass). It is a praxis which the aiga have consciously lived out on the land of their ancestors and now as diaspora within Aotearoa.

The presentation aimed to share lived experiences of hurt, hope and healing when a family (re)claims their indigenous ways of being via their tapasa mo aiga.

3. She Is Not Your Rehab

Presenter – Taimalelagi Mataio (Matt) Brown MNZM

Matt is a New Zealand-born Samoan author and renowned communicator who works to eradicate domestic violence by supporting those who perpetrate violence to heal. A survivor of family violence and childhood sexual abuse himself, he originally started his domestic violence advocacy work by sharing his story with the men who frequented his busy barbershops to foster vulnerability, healing, and connection.

Matt believes his true calling lies in his work to redefine society's view of masculinity and to help end the cycle of domestic violence plaguing families all over the world. For over a decade, Matt has hosted free men's anti-

violence support groups from locations like barbershops, construction sites, gang pads, prisons, and in indigenous spaces. He has facilitated multiple programs inside men's and youth prisons and was named a Corrections NZ patron in 2020.

Since 2018, Matt and his wife Sarah have partnered with the Ministry of Social Development It's not OK programme to develop and launch an app 'InnerBoy' to promote accessible healing for indigenous men. Together the couple co-founded 'She Is Not Your Rehab' and launched the concept in Matt's 2019 TEDx talk. He says the movement is an invitation for men to acknowledge their own childhood trauma and to take responsibility for their healing so that they can transform their pain instead of transmitting it on those around them. They released their first book; New Zealand's #1 bestseller 'She Is Not Your Rehab'.



4. Navigating by Va

Presenter – William Pua, Va Keepers Consultancy

As Pasifika, we are descendants of epic navigators who traversed the largest ocean in the world. Our ancestors were not only prolific navigators of the seas, but also great navigators of the Va, the relational space. In our Pasifika oratory, you realise the importance of words, and that there is much emphasis and focus on choosing the right word for the right occasion and time, to ensure that our words land well, and that they convey our heart and intention.

This workshop examined the application of the Va as our compass to navigate relationships and bring together all of who we are into the Family Harm sector. The application of a Va analysis to our interventions embraces a refreshing cultural focus and simplicity, while also providing a profoundly complex and insightful approach from which to understand and to grow our practice.

Va relational navigation challenges clinical approaches which masquerade as scientific and evidence-informed, while their Eurocentric cultural roots continue to grow through. The presentation navigated the Va in love, humility, and hope. Attendees were asked to be prepared to be moved, inspired, encouraged, and challenged.



“It was really good to attend the workshops around sexual abuse and violence prevention but just as important to attend workshops. The workshops acted as a self-reflection on how to understand some of the stresses we as practitioners often take for granted”.

- Fono participant

5. Nurturing our Children - Preventing child sexual abuse in Pasifika Communities

Presenter – Dr Elizabeth Mati General Manager, Clinical Psychologist, Le Va

Le Va is a Pasifika-led mental health and wellbeing organisation dedicated to supporting young people, families, and communities to unleash their full potential.

They provide clinically safe, evidence informed and codesigned resources, tools, information, training, workshops, and support services. Le Va's Atu-Mai programme is a community-based violence and sexual violence prevention programme designed to support Pasifika young people, families, and communities to experience safe, healthy, and respectful relationships in the context of family and community.

Atu-Mai is currently engaged with the community to “lift the fala” and explore how they can prevent child sexual abuse in our communities. From a Pasifika perspective,

child sexual abuse disrupts the ‘vā’ or sacred space that binds families and communities together.

The workshop shared information about Le Va's programmes, tools, and resources with a particular focus on Atu-Mai's work in the prevention of child sexual abuse space.



THEME

Building a skilled, culturally capable, and sustainable workforce

1. Implementing the family violence workforce capability frameworks

Presenter – Karis Vesey, National Trainer, Te Puna Aonui

In May 2022, Te Puna Aonui launched the Specialist Family Violence Organisational Standards (SOS) and Entry to Expert Family Violence Capability Frameworks (E2E). Both tools are designed to assist family violence specialists and generalist NGOs and government workforces improve their ability to respond to family violence safely and effectively. The workshop explained how the SOS and E2E tools were developed, how they work, and how you can use them.

Links:

[Te Aorerekura: the National Strategy to Eliminate Family Violence and Sexual Violence](#)

[Specialist Family Violence Organisational Standards](#)

[Entry to Expert Family Violence Capability Framework](#)



“As an organisation we saw government bodies working alongside community - Te Puna Aonui. Making sure our voices are heard and hopefully addressed”.

- Fono participant

2. Development of sexual violence capability framework

Presenter – Sati Ete, National System Practice Lead, Te Puna Aonui

Eliminating sexual violence in Aotearoa requires a workforce capable of responding to the needs of our diverse communities. We need teams of specialists, generalists, as well as our informal community networks able to provide safe, appropriate, and effective responses to sexual violence.

Organisations with staff who are working to respond, strengthen, and heal people who have been harmed by sexual violence need to have the right policies and processes in place to sustain good practice with all the people they work with. Knowing how to respond, ensure protection, enable restoration and healing, and supporting accountability for people across a range of diverse communities are central to achieving our vision.

This workshop outlined the co-design approach for developing the sexual violence capability frameworks. It focused on Pacific peoples' engagement, given that they

have clearly expressed that, "our communities are built on family, faith, and culture."

The workshop drew on the extensive skills, knowledge, and expertise of Pacific practitioners to help inform and describe the capabilities required for the workforces to appropriately work with Pacific peoples impacted by sexual violence, to enable strengthening, healing, and responding in ways that work for them.

The workshop explored and talanoa:

- How might we understand the five Te Aorerekura principles of Kotahitanga (relationship and inclusion); Kaitiakitanga (protection and accountability); Mahi Tahī (collaboration and advocacy); Ora (wellbeing and restoration); and Kōi Mahi (innovation and learning) in relation to engaging with Pacific peoples?
- What skills, knowledge, and qualities are required for the various capability levels of 'essential,' 'entry,' 'enhanced,' and 'expert' when workforces engage with Pacific peoples impacted by sexual violence?

Links: www.svframeworks.info

"We now have an understanding what Te Aorerekura represents and what it hopes to achieve".

- Fono participant

3. A strategic view of workforce development across the sectors

Presenters – Tagaloa Dr Junior Ulu, Director Pacific Health, Ministry of Health; Serena Curtis General Manager, Pacific and Community Capability Programmes (Pasefika Proud), Ministry of Social Development; Leilani Unasa, Director Policy, Ministry of Pacific Peoples

Workforce development is a critical shift to the system for eliminating family violence and sexual violence. Informing workforce plans in the health and social sectors also providing opportunity to contribute to a discussion on what needs to be done to drive a whole-of-government, coordinated national workforce approach to ensure Pacific equity and address the demand for a skilled, culturally capable, and sustainable Pacific workforce.



"We heard first hand support from the Government agency and the encouragement to our Pasifika providers and NGO agencies to speak up and try new approach to make the change".

- Fono participant

THEME

Practitioner wellbeing – reclaiming our space

1. Cultural and clinical supervision – what does good look like, what’s available?

Presenter – Diana Vao, Senior Social Worker Team Leader, Salvation Army Community Ministry and Nicky Sofai, Seuga Service Development Manager, Aviva Families

This workshop navigated the importance of supervision in our work environment as Pacific practitioners working in the areas of family violence and/or sexual violence. Aotearoa New Zealand Association of Social Workers (ANZASW) is actively looking at a Pacific Strategy for Supervision. Participants joined in a fofola le fala (laying out the mat) opportunity to talanoa (talk) about what this proposed strategy could look like for practitioners as well as sharing what’s currently available. As advocates and providers who are committed to effective ways of working and sustaining our workforce, it is important to share your insights and enable Pacific practitioners to be heard in the work underway to enable our workforces.



2. Trauma-informed leadership

Presenters – Joy Sipeli Executive Director NET, Michael Sua Communications Lead, NET

A panel of organisation leaders shared insights into how they account for the optimum wellbeing of their staff who deliver interventions in family harm and sexual violence. A discussion followed on practical ways to care for the wellbeing of staff and examples of organisations’ looking after staff wellbeing.

Panel members:

1. Tevita Funaki – CE, The Fono, Auckland
2. Theresa Nimarota – CE, Taeaomanino Trust, Porirua
3. Terisa Tagicakibau – GM, Fale Pasifika o Aoraki, Timaru
4. Kathleen Tuai-Ta’ufo’ou – CE, SIAOLA Vahefonua Tonga Methodist Mission, Auckland

** Lead facilitator Joy Sipeli – CE, NET Lower Hutt shared her insights as well

Among the issues discussed by the panel was that of practical examples that ensured workplaces were safe places for staff. Tevita Funaki said the Fono’s ethos was “Caring is our Culture” and the core values of the organisation were aligned to Pacific behaviours, adding that daily check-ins with staff, peer review and supervision, the provision of clinical support if needed and training of the leadership team to help lead staff were also on the agenda.

Terisa Tagicakibau, of Fale Pasifika o Aoraki, said they had a small team of young mothers, so took a family first approach and recognised the importance of spirituality.

When asked about the essential skills needed in Trauma Informed Leadership, Theresa Nimorota of Porirua’s Taeaomanino Trust, said compassion and self-awareness were vital, as was understanding that everyone went through similar struggles.

Kathleen Tuai-Ta’ufo’ou of the Tonga Methodist Mission added that emotional intelligence and empathy were crucial factors too.

On ways to develop capabilities for Pacifica staff the four panel members were in broad agreement suggesting encouraging people to speak their Pacific language, investing in leadership development, leading by context, and understanding staff and being aware of their needs.

While the group’s lead facilitator, Joy Sipeli, the CE of NET, Lower Hutt, said they had to consider everybody’s potential and identify opportunities to grow. She told the panel it was important to identify their leaders and remember that technical skills could be taught, so to remember to look at people’s attitude and values.



3. Practitioner wellbeing – the Talanoa Project

Presenter – William Pua and Ailaoa Aoina, Va Keepers Consultancy

The Talanoa Project intends to shine a spotlight on practitioners' wellbeing, needs, concerns, and their hopes by allowing them to speak their reality, which in turn honours the selfless, complex, and demanding work they do. The Project will help define individual practitioner's needs, self-care practices, how they are coping with the stress of working in family violence and sexual violence and identify the concerns or worries they may have. This work is ground-breaking, and with fono participants' support and input, will more clearly articulate and amplify the collective voice of practitioners.



4. Dealing with burnout – keeping well, staying well

Presenter – Dr Siale 'Alo Foliaki MNZM

Media have commented on Māori and Pacific communities' ability to achieve impressive outcomes with COVID-19 vaccination. The pandemic highlighted how critical Pacific leaders, providers, community groups and churches were in ensuring the community was protected and vaccinated. The ability of leaders to quickly and safely mobilise, educate, and support their people, however, can sometimes come at a cost. Moving beyond Covid and more recent challenges for some practitioners dealing with adverse weather conditions, this workshop was designed to speak openly about anxiety, stress, and burnout and explore healthy practical ways to deal with life's challenges.



My heart of hope is dedicated to how we must all strive and be vigilant to ensure our children grow in the knowledge that all who surround them stand in the light, and that all have pure souls to delight in the innocent love children have in abundance and that love is beautiful to behold, and is an honour to receive such love.



Thank you for the opportunity to meet, to pause and be hosted!

It is my hope that my children (all our children, my grandchildren, our great grandchildren) our future children DO NOT live in fear but feel FREE, LOVED AND SUPPORTED.

It is my hope that they can walk, play, sleep peacefully – their homes, their surroundings is safe at all times. Lord, this I pray and continue to hope.





FONO

Community Participants

NORTHLAND

Aupōuri Ngāti Kahu Te
Rarawa (ANT) Trust
Man Alive
The Fono



Monū Education & Social Services
Otara-Papatoetoe Local Board of Auckland Council
Pacific Advance Secondary School
Plunket
Plunket WellChild
Program facilities and community Housing
Salvation Army Community Ministries
Siaola
Soul Talk Auckland
South Auckland Social Wellbeing Board
Strive Community Trust
Tapasa mo aiga Inc
Taulanga U: The Free Church of Tonga Youth & Family
Social Services
Te Iwi o Ngati Kahu
Te Ngakau Kahukura/Rainbow Violence Prevention
Network
Te Tai-Awa O Te Ora
Te Whānau Rangimarie
Te Whare Marama o Mangere Womens Refuge
Te Whare Ruruhau O meri Trust
The Fono
TOA Pacific Inc
TOAH-NNEST
Tongan Health Society Inc
UCKG Help Centre (Unisocial)
VA Keepers Consultancy
Vahefonua Tonga Methodist Mission Charitable Trust
Vaka Pasifika
Victim Support
Village Collective
Wharaurau Workforce development
The Cause Collective
The Salvation Army NZ Trust
PACIFICA Women's Inc
Vaka Tautua

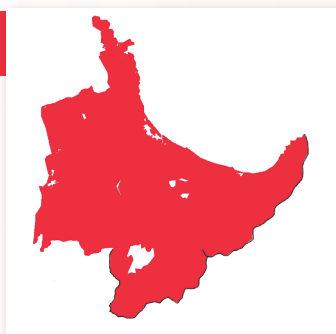
AUCKLAND

Affirming Works
Ako Aotearoa
Auckland Region
Kiribati Uniting Church
Incorporated (ARKUCI)
Better Blokes
CIDANZ (Cook Island
development agency New
Zealand)
Counselling Services Center
Crown Response to Abuse in Care Inquiry
Fale Pasifika Womens refuge
Falelalaga Cultural and Education Centre
Fonua Ola
Friendship House Trust
Harmony Pasifika Trust
HELP Auckland Sexual Abuse HELP Foundation
Immerse Charitable Trust
Iosis
iQ Talanoa
Kahui Tu Kaha
Langafonua Tonga Community Development Trust
Le Va
Leabank School/Failoa Famili/Te Pou
LIA Social Solution
Life Plus
Manukau Institute of Technology
MATES in Construction



MIDLANDS

Dove Hawkes Bay
Family Focus Rotorua
Kainga Pasifika Services
K'aute Pasifika Trust
Tautoko Tane, Male
Survivors Aotearoa



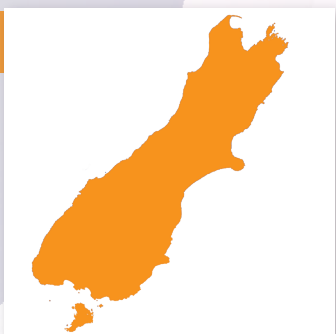
CENTRAL

Comm. Law Wgtn & Hutt
Valley & Common Unity
Project Aotearoa
Faailoa Famili
Pasifika Futures
NET
Nga Uri o Whiti Te Ra Mai Le
Moana Trust
Pacific Health Services Hutt Valley
Taeaomanino Trust
Tautoko Tane, Male Survivors Aotearoa
Te Manawa Family Services
The City Salvation Army Hutt City Corp
Toah Nnest
Tū Ora Compass Health
Victory Church
Wellington Help
Wesley Community Action
Wellington Rape Crisis



SOUTHERN

Aviva Family Violence &
Sexual Violence Services
Mapu Maia
Pacific Island Advisory
Charitable Trust
Pasifika Ō Aoraki services
She Is Not Your Rehab
STOP
PACIFICA Women's Inc
Vaka Tautua





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Presenters

Nga Vaka facilitators and The Cause Collective

Pastor Dr Paul Muamai Vui-Siope, Leatuavao Rebekah Rimoni, Fuimaono Tuimafuiva Fetaui Iosefo and Fuimaono Tuimafuiva Leah Porea

Taimalelagi Mataio (Matt) Brown MNZM

William Pua, Va Keepers Consultancy

Dr Elizabeth Mati General Manager, Clinical Psychologist, Le Va

Susana Lepoamo, Manager Workforce, Te Puna Aonui

Karis Vesey, National Trainer, Te Puna Aonui

Sati Ete, National System Practice Lead, Te Puna Aonui

Tagaloa Dr Junior Ulu, Director Pacific Health, Ministry of Health; Serena Curtis General Manager, Pacific and Community Capability Programmes (Pasifika Proud), Ministry of Social Development; Leilani Unasa, Director Policy, Ministry of Pacific Peoples

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Kathleen Tuai-Ta'ufo'ou – CE, SIAOLA Vahefonua Tonga Methodist Mission, Auckland

William Pua and Ailaoa Aoina, Va Keepers Consultancy

Dr Siale 'Alo Foliaki MNZM

NGO 'Taster' series

Vaka Tautua

Taulanga U

K'aute Pasifika

Kainga Pasifika Services

Taeaomanino Trust

Aviva

Pasifika o Aoraki Services

Rainbow Violence Prevention Network

Tautoko Tane, Male survivors of sexual abuse

The Fono

Contributions to Fono packs, gift bags

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The Fono Project Team

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Master of Ceremony

MC extraordinaire Pale Saluni

Entertainment

Tuiga Dance Academy

Natalie Toevai





NATIONAL PACIFIC PRACTITIONERS' Forum Resource Hub

The Pacific Practitioners Forum serves as an enduring engagement platform to enable Pacific practitioners working in the areas of family violence and/or sexual violence to provide advice to Te Puna Aonui on the implementation and learning and monitoring of Te Aorerekura, and to share information and knowledge amongst members to strengthen and inform their work and advocate for priority areas as defined by the forum.

Resources and information are freely available by the Pacific Practitioners' Forum for Pacific practitioners working in the areas of family violence and/or sexual violence.

Please acknowledge and respect the intellectual property of the practitioners whose work is shared here.

Knowledge is power, but it's not very useful to transformation if you keep it to yourself. Diffusing data, insights, evidence, and learning is critical to systems change.

RESOURCE DOWNLOADS

Resources and downloads from the National Pacific Practitioners' Fono

1. *Government – MSD's Contribution Te Aorerekura Implementation (PowerPoint)*
2. *Ministry of Pacific Peoples / Pacific Wellbeing Strategy (PowerPoint)*
3. *Ministry of Health (PowerPoint)*
4. *Aviva, Christchurch (YouTube)*
5. *Kainga Pasifika Services (PDF)*
6. *K'aute Pasifika (PDF)*
7. *Tautoko Tane (PDF)*
8. *Teaeomanino Trust, Wellington (YouTube)*
9. *The Fono (PowerPoint)*



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