

# PASIFIKA STRATEGY

2017 – 2019

# Acknowledgement

We thank the following people for their contribution:

Taelomu Louisa Crawley  
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We would also like to acknowledge the many leaders who have paved the way and continue to ensure Pasifika students and families are supported to achieve success through Ara Institute of Canterbury.



## FOREWORD

*Tālofa lava, Kia orana, Ni sa bula vinaka, Fakaalofa lahi atu, Tāloha ni, Mālō e lelei, Fakatālofa atu and greetings.*

This document outlines the strategic framework that Ara Institute of Canterbury (Ara) will use to support the goal of creating a thriving community of Pasifika teaching and learning practice, which will support Pasifika students to contribute to the social, cultural and economic wellbeing of Aotearoa New Zealand

Throughout this document the term Pasifika is used to refer to those who identify as being of Pacific descent.

The strategy reflects a collective response of the Pacific community, the Ara Council, staff and students, and the Ara Pasifika Advisory Group.

Specifically, the vision is stated as:

**In partnership with Pasifika communities, Ara provides education that enhances the employment of Pasifika peoples.**

The Tertiary Education Strategy recognises that Pasifika students participate in tertiary education at a slightly higher rate than the overall population, but that this participation is at comparatively lower levels. Completion rates for qualifications are increasing, but are still significantly lower than the total population. This document articulates the strategies that Ara will implement to address both the desires of the Pasifika community and the inequity of outcomes that are reflected in these current levels of achievement.

For this strategy to have any impact on the Pasifika community it will need to be embraced by all departments and staff. The strategy is owned by Ara and with the assistance of the Pacific Advisory Group, progress will be made towards achieving the desired outcomes.

# Principles

In implementing the strategy outlined in this document, Ara will always keep the following principles in mind:

- a) Connect with Pasifika parents, families and communities to achieve educational success.
- b) Inspire Pasifika students to participate, progress and achieve qualifications.
- c) Gain the trust of the Pasifika community by showing respect for the diverse identity, language and culture of Pasifika peoples.

## Achieving outcomes for Pasifika

While achieving tangible outcomes for Pasifika is an important part of this strategy, it is equally important to ensure that all endeavours to achieve these outcomes are built on sound Pasifika cultural values. To assist in achieving these outcomes the following Pasifika cultural values are outlined.

- **Family and community:** Family is of central importance to student success, and students will be supported by families and community, as well as having responsibilities to fulfil in their roles as members of a family. It is important to recognise the demands and expectations that may be placed on students as a member of their family and wider community.
- **Spirituality and religion:** The church is a key influence and contributor to Pasifika views and values, and is a key stakeholder for engagement and forming connections with Pasifika communities.
- **Identity and language:** Each individual's identity as Pasifika, and what that means to them, will be influenced by their background and their journey to that point. For some, language is an important part of expressing their Pasifika culture and identity.
- **Respect and humility:** This includes respect for others, as well as respect and pride in oneself and one's culture. Students need opportunities to contribute meaningfully and to celebrate successes while being able to observe these values.
- **Leadership and service:** This recognises the ongoing aspirations of Pasifika to seek leadership roles within their communities, and at Ara includes leadership opportunities for both students and staff. It also recognises the responsibilities of leadership and that in Pasifika cultures, leadership involves service to one's community.
- **Diversity:** Pasifika is a collective term used to refer to people of Melanesian, Micronesian, and Polynesian descent or heritage or ancestry who have migrated to or have been born in Aotearoa, New Zealand. While identifying themselves as Pasifika, this group may also identify with their ethnic-specific Pacific homeland. Pasifika people are not homogenous and Pasifika does not refer to a single ethnicity, nationality, gender, language, or culture.



## **Outcome 1: Pasifika students participate, progress and achieve qualifications**

Inspiring Pasifika students to participate in education at Ara, ensuring that Pasifika students progress their studies so they are moving through educational layers and achieving higher-level qualifications.

***Oku 'auha 'a e kakai ko e 'ikai ha visone  
Without a vision, the people will perish.***

Tongan proverb

Ara will:

- engage with Pasifika families, communities and other stakeholders, including churches, local and central government, and Pasifika organisations to promote learning opportunities
- build relationships through participation in community and cultural events within Canterbury to strengthen connections with Pasifika students, their families, and their communities
- ensure Pasifika staff and support teams are able to be a successful part of Ara implementing this strategy
- celebrate Pasifika success through events, awards, mainstream and social media, and profile Pasifika staff and student role models across Ara
- promote research that will improve outcomes for Pasifika, support Pasifika researchers and students and staff engaged in research, and encourage the use of Pasifika research methodologies and epistemologies
- use scholarships across a range of academic fields that reflect the interests of the Pasifika community and support Pasifika participation and success
- ensure that teaching staff and pastoral support staff provide responsive, culturally appropriate and personalised support services for Pasifika students
- develop and monitor a Pacific Report outlining participation, retention and achievement of Pasifika students on an annual basis.

## **Outcome 2: The learning environment at Ara incorporates Pasifika values**

An environment that is attractive to Pasifika students is created and maintained where Pasifika values are seen as an important part of students succeeding in education and employment.

***E rima te'arapaki te aro'a, te ko'uko'u te utuutu.  
'iaku nei.***

***A feeling of love and affection comes with the  
protection of caring hands.***

Cook Islands proverb

Ara will:

- engage with other tertiary institutions to grow a tertiary sector that is responsive to the needs of Pasifika students, families and communities
- resource and enable the Pacific Advisory Group to add value to the work of Ara by building a strong connection with the Ara Council
- develop relevant connections to the Pacific Islands that reflect the importance of the islands to Pasifika students
- create a physical environment that is visually inclusive of Pasifika culture through the use of Pasifika cultural symbols, artworks, and signage
- create cultural spaces on campus where students, staff, families and communities can feel welcome and included as a valued part of the institution
- provide guidance to staff to increase the engagement and contributions of Pasifika students through the use of Pasifika-responsive teaching and learning pedagogies
- provide Ara staff with professional development opportunities that will increase their cultural awareness of Pasifika perspectives, and support staff to increase their cultural responsiveness
- support academic development teams to integrate Pasifika content and perspectives into all courses and programmes
- acknowledge the Fale Tele pedagogy model developed by Pauline Luafutu-Simpson and incorporate this into capability and programme development as appropriate.

### **Outcome 3: Increase Pasifika graduate employment rates**

Ensuring Ara actively prepares Pasifika students for employment by ensuring relevant education is provided, and that Ara staff assist in transitioning Pasifika students into employment once they have achieved their educational goals.

***A fia vave o’o lou va’a, alo na o’oe, ae e fia tuli  
mamao le taunu’uga, tātou ‘alo’alo fa’atasi.***

***If you want to go fast, go alone; if you want to  
go far, go together.***

Samoan proverb

Ara will:

- build networks of Pasifika students, stakeholders, graduates and the business community, to support current and prospective Pasifika students by acting as role models or mentors
- engage with the wider employment community to increase employment opportunities for Pasifika graduates
- actively encourage and support the recruitment and retention of Pasifika staff, and increase leadership capacity through professional development
- promote awareness of pathways and opportunities at Ara from pre-enrolment through to graduate community, including opportunities for progression to higher level qualifications, and employment.
- strengthen links with the graduate community to provide continued opportunities for networking and learning, and to create opportunities to support the next generation of Pasifika students.

### **Outcome 4: Pasifika staff participate and progress within the organisation across management, teaching, research, administration and support roles**

Ara provides an environment where Pasifika staff can flourish. A strong Pasifika workforce that is supported to participate and progress will provide a clear message to students about how much they are valued.

***Kevaka mo veiliutaki,  
mo qaseqase ka lewa matau;***

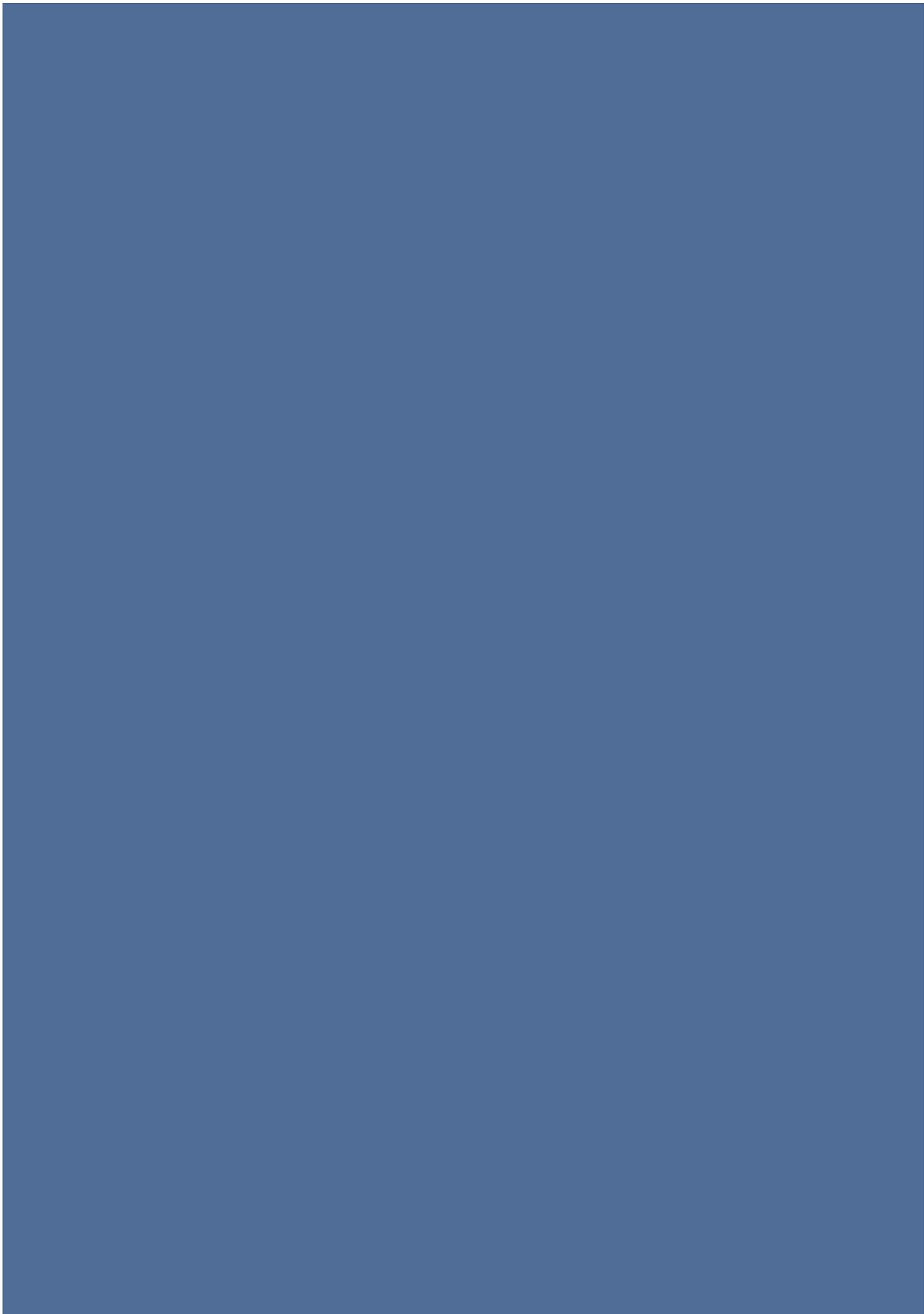
***“If God has given you leadership ability;  
take the responsibility seriously.”***

Romans 12:8

Ara will:

- provide leadership opportunities for Pasifika staff and students, enhancing their confidence and capability, and increasing a Pasifika presence and voice in policy and decision making
- ensure that the HR process used to attract and recruit Pasifika staff is effective and an appropriate percentage of applicants are turning in to successful appointments
- support a Pasifika staff network. This support will include providing facilities and resources to meet in a culturally appropriate way. Managers will be encouraged to ensure staff have the capacity to attend network meetings
- engage and effectively participate in APSTE (Association of Pasifika Staff in Tertiary Education)
- develop a connection between the Pasifika Advisory Group and the staff network
- have in place professional development for Pasifika staff with the stated aim of enhancing their progression through the organisation.







Ara is proud to be a smokefree institute

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**PO Box 540, Christchurch 8140, New Zealand**  
**Telephone 0800 24 24 76 | Facsimile +64 3 366 6544**

**[www.ara.ac.nz](http://www.ara.ac.nz)**

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