



LALAWA NI TIKO VINAKA

*“Cagi muri na sasaga ni
matata na ilakolako ka da
valigaliga kina itavi”*

**NATIONAL FIJIAN
WELLBEING PLAN
2022 - 2025**

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COVER IMAGE: EVOKES VERB MEANING TO THE TITLE (*LALAWA*) WHICH IS LASHINGS USED FOR TYING THINGS TOGETHER USING COCONUT FIBRE CALLED 'SENNIT'. NOUN REFERRING TO 'PLAN FOR ACHIEVING SET GOALS'.



ACKNOWLEDGEMENTS

LALAWA - NATIONAL FIJIAN WELLBEING PLAN 2022-2025 IS THE PRODUCT OF THE COLLECTIVE EFFORT OF FIJIAN COMMUNITY LEADERS AND THE MINISTRY OF SOCIAL DEVELOPMENT (MSD). IT AROSE FROM A TALANOA PROCESS TO SOCIALISE THE TOPIC OF “WELLBEING” (TIKO VINAKA) FOLLOWED BY THE DEVELOPMENT OF A PLAN TO REALISE THE WELLBEING ASPIRATIONS OF FIJIAN IN AOTEAROA NEW ZEALAND.

The efforts and commitment of the National Fijian Working Group are acknowledged, in particular its valuable links back to its communities, and its leadership. This resulted in the successful gathering (Bose Vata) of leaders and community reps in Wellington on 26 and 27 May 2022 to develop *Lalawa* and appoint a team to put it together. The Bose Vata considered a range of wellbeing issues and topics at both local and national levels, from which topics of national significance were identified, discussed and endorsed for inclusion in *Lalawa*.

We appreciate the contribution from our regional Fijian community leaders in identifying and inspiring what the future might look like for the overall wellbeing of Fijian communities of Aotearoa. The leaders all support *Lalawa* and the initiatives in it. We thank each and every one of these leaders for their contribution.

The Ministry of Social Development has been a faithful partner in this work, especially in efforts to align *Lalawa* with the two MSD strategies *Pasefika Proud Pathways for Change* and *Pacific*

Prosperity. Staff from the Pacific and Community Capability Programmes team at MSD, led by Serena Curtis, were very supportive in providing guidance and resourcing to enable the community talanoa and leaders’ gathering (Bose Vata) to be held. This partnership will continue to the launching of *Lalawa* and its implementation in the years ahead.

We are grateful to Sai Lealea for his leadership and oversight of the development of *Lalawa*. There is now a platform for Fijians in Aotearoa to have a voice and pathway for realising their wellbeing goals and aspirations.

“Na cakacaka vata e rawa kina na veika e sega ni dau rawa se namaki me yaco”

(Teamwork makes possible what can’t be or is not expected to be achieved)



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INTRODUCTION

FOR THE 19,722 FIJIANS LIVING IN NEW ZEALAND, AS REVEALED BY THE 2018 CENSUS, THE OPPORTUNITY TO WORK TOGETHER TO DEVELOP *LALAWA* 2022 HAS BEEN A WATERSHED. REPRESENTING 14 CENTRES AROUND AOTEAROA, FIJIAN LEADERS AND COMMUNITY REPRESENTATIVES WERE FIRST ENGAGED ONLINE AND IN PERSON FOR A SERIES OF TALANOA SESSIONS TO SOCIALISE WHAT “WELLBEING” MEANS FOR THEM AND IF THEY WOULD LIKE TO WORK WITH GOVERNMENT ON A NATIONAL FIJIAN WELLBEING PLAN. ALL THE COMMUNITIES ENGAGED ENDORSED THE PARTNERSHIP WITH THE GOVERNMENT AND AGREED TO WORK WITH THE MINISTRY OF SOCIAL DEVELOPMENT AS SPONSOR OF THE WELLBEING PROJECT.

The Fijian name for the National Fijian Wellbeing Plan, *Lalawa*, means having a sense of direction to realise community goals and working together as a collective to embrace the challenge and work towards that end. It succinctly speaks to the Plan and its content as providing a roadmap for Fijians in Aotearoa to realise and achieve their wellbeing aspirations. To this end, *Lalawa* outlines:

- Background information about Fijians in Aotearoa
- The context for developing *Lalawa*
- The underlying vision, mission, values and principles of *Lalawa*
- Wellbeing priorities, with the targeted outcomes and the actions to achieve them, and the indicators
- A governance arrangement for connecting with government and for national co-ordination
- A risk assessment to account for future challenges impacting the wellbeing aspirations of Fijians
- Monitoring and evaluation
- Information about Fijian community services

The *Lalawa* project has also enabled each community to think of and develop their own wellbeing plans, which in turn connects to and contributes to *Lalawa*. It is a bottom-up project, where communities each identified their wellbeing priorities, and these were then shared, considered, and reflected in *Lalawa* following the gathering of community leaders at a two-day Bose Vata in Wellington in May 2022. Communities are already taking advantage of their community wellbeing plans to seek government funding and support to implement their wellbeing priorities in their plans.

As it is a four-year plan, it is anticipated that a review and evaluation of *Lalawa* will be conducted at the end of the period with the view to refresh and update it. Like its development, a community-driven approach will guide the review and refresh to ensure outcomes achieved and learnings gained are utilised for the next iteration of *Lalawa*.



CONTEXT FOR *LALAWA* DEVELOPMENT

OUR COMMUNITY'S VISION FOR *LALAWA* DESCRIBES OUR COMMUNITY WITH WELLBEING AT ITS CORE. THE VISION IS TO CULTIVATE AND SUSTAIN A CULTURE OF CONFIDENT, THRIVING AND PROSPEROUS FIJIAN PEOPLE IN AOTEAROA BEING ABLE TO REALISE THEIR WELLBEING ASPIRATIONS.

GOVERNMENT PRIORITIES

In developing *Lalawa*, it was important to ensure it aligns with and would contribute to overall government priorities for Pacific peoples in Aotearoa. To this end, two major departmental initiatives have informed the approach and outcome for *Lalawa*:

- MSD's *Pasefika Proud Pathways* for Change and Pacific Prosperity
- The Ministry for Pacific Peoples' *Lalaga Fou*

Together with other government agencies focusing on Pacific peoples, the above initiatives, like *Lalawa*, focus on supporting healthier, resilient and more connected Pacific communities, such as Fijians, in Aotearoa.

OUR ENGAGEMENT APPROACH

First, a number of community talanoa and consultations were conducted around Aotearoa that included:

- In-person virtual talanoa
- Email consultations
- Workshops with 14 Fijian communities from the top of the North Island right to the bottom of the South Island

The talanoa sessions were to socialise the topic of "Wellbeing" and obtain the confidence and agreement of the Fijian communities to engage with the government in developing a plan. Key considerations at the talanoa sessions included the opportunity for Fijians to identify and understand their own wellbeing priorities at both local and national levels and be able to partner with the government in developing actions to realise their wellbeing aspirations.

Work to develop a national wellbeing plan also led to the desire by the communities to develop their own local wellbeing plans that connect with and contribute to *Lalawa*. It was therefore not surprising that all the communities were keen to develop their own wellbeing plans with their local wellbeing priorities and agreed to be part of developing *Lalawa*. A National Fijian Wellbeing Bose Vata was held in Wellington and was attended by community representatives for a two-day workshop.

The workshop consisted of speakers from government agencies that included MSD, the Ministry for Pacific Peoples, and the Treasury. Others spoke on community governance relating to the operation and registration of community groups to provide services and/or advocacy. The sessions were important in informing the community on the government's overall approach to wellbeing, especially Pasifika wellbeing and its application across government. Following the Bose Vata, a small team was tasked with putting *Lalawa* together and liaising with and seeking feedback from the regional representatives and MSD.

COMMUNITY PARTICIPATION

Based on major population centres with a significant number of Fijians as set out in the 2018 Census, the following Fijian community groups around Aotearoa were engaged in developing *Lalawa*:

- Northland Fijian Community
- Auckland Fijian Community
- Waikato Fijian Community
- Hawkes Bay Fijian Community
- Rotorua Fijian Community
- Taranaki Fijian Community
- Whanganui Fijian Community
- Palmerston North Fijian Community
- Wellington Fijian Community
- Marlborough Fijian Community
- Christchurch Fijian Community
- Waitaki Fijian Community
- Dunedin Fijian Community
- Invercargill Fijian Community

Since the project began, other centres, such as Gisborne and Nelson/Tasman, have come to notice and plans are for them to be supported and included along the way.

NATIONAL FIJIAN WELLBEING OUTCOMES FRAMEWORK



"Malua, malua, ma rusa"
(To delay is to encounter troubles)

STRATEGIC PRIORITIES



Bose Vata of Fijian Community Leaders in Wellington

VISION

Our vision for *Lalawa* describes our community with wellbeing at its core. The vision is to cultivate and sustain a culture of confident, thriving and prosperous Fijian people in Aotearoa being able to realise their wellbeing aspirations.

MISSION

To work together with all Fijian communities within each region to meet their respective wellbeing needs through the support of awareness and wellbeing programmes.

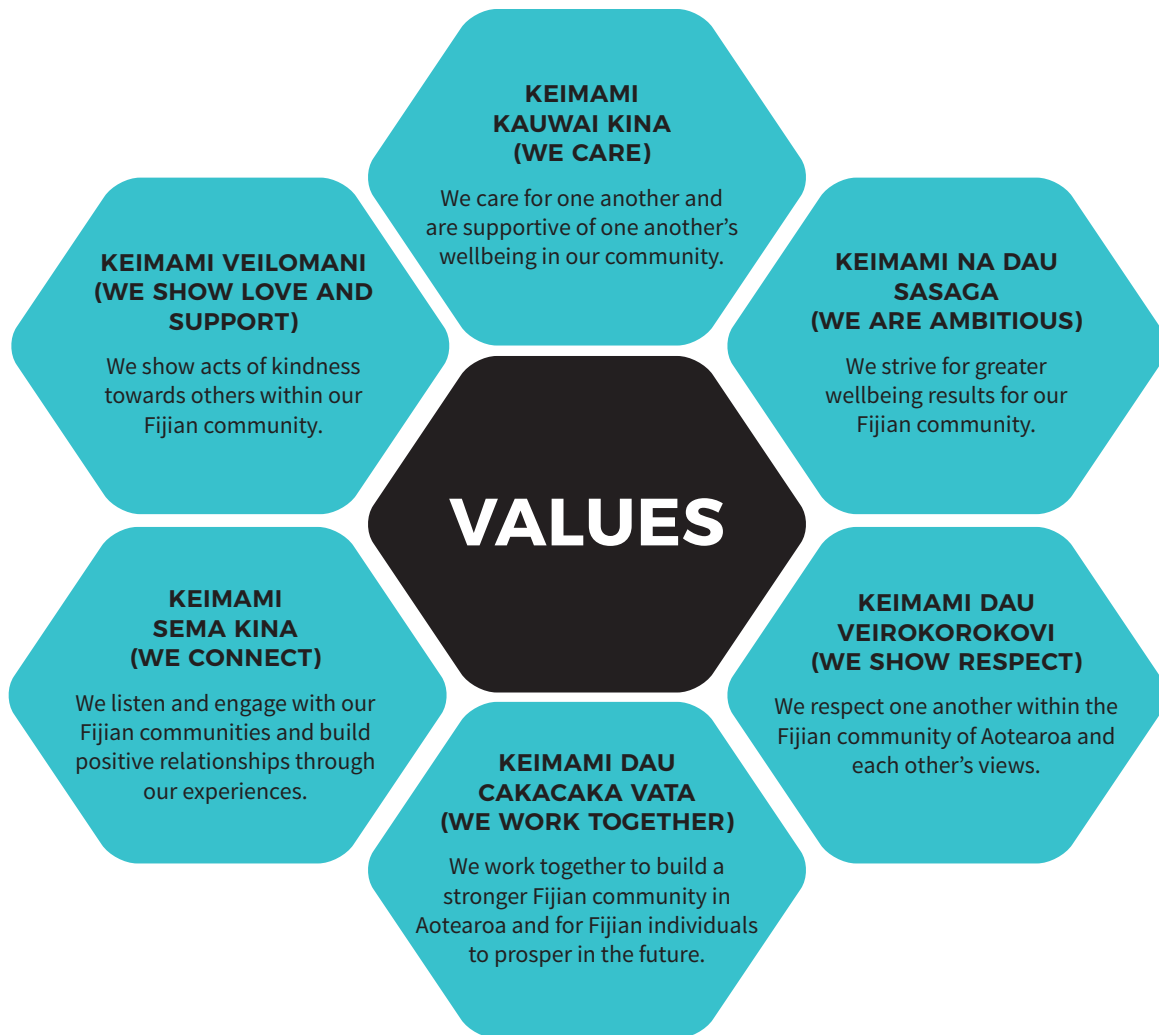
- Connect and build relationships in and among Fijian communities around New Zealand.
- Strengthen our Fijian culture, traditions and identity to become sustainable.
- Educate our wider Fijian community in New Zealand about wellbeing in order to achieve greater wellbeing results.

- Serve and provide the best support for Fijians in New Zealand.
- Improve the financial situations of our communities for better financial outcomes.
- Inspire and prepare young people to succeed in the global economy.
- Enhance the wellbeing of the Fijian communities through responsive services that promote quality of life, independence, safety, and dignity.

“Ke o sega ni kila na vanua o lako tiko kina, o na rairai tini kina dua na vanua tani tale”

(If you don't know where you're going, you probably end up somewhere else)

VALUES AND PRINCIPLES



GUIDING PRINCIPLES

Although the guiding principles are all equally important, they may not be relevant to all the wellbeing priorities.

By Community for Community

Ensure all inclusiveness of Fijian people are able to access the wellbeing services, tools and resources, the most vulnerable and disadvantaged as well.

Focus on Outcome

We will collect, share and use data for our strategic and intermediate outcomes are the focus when designing, delivering, evaluating and improving wellbeing in our Fijian community.

Holistic Approach

Collaboration between services and others in the Fijian community to meet the needs of our Fijian young and older generation and their wellbeing needs.

Supporting Innovation

We will embrace new thinking from our Fijian community and their approaches and take risks in order to challenge the status quo.

PEOPLE AND JOURNEY



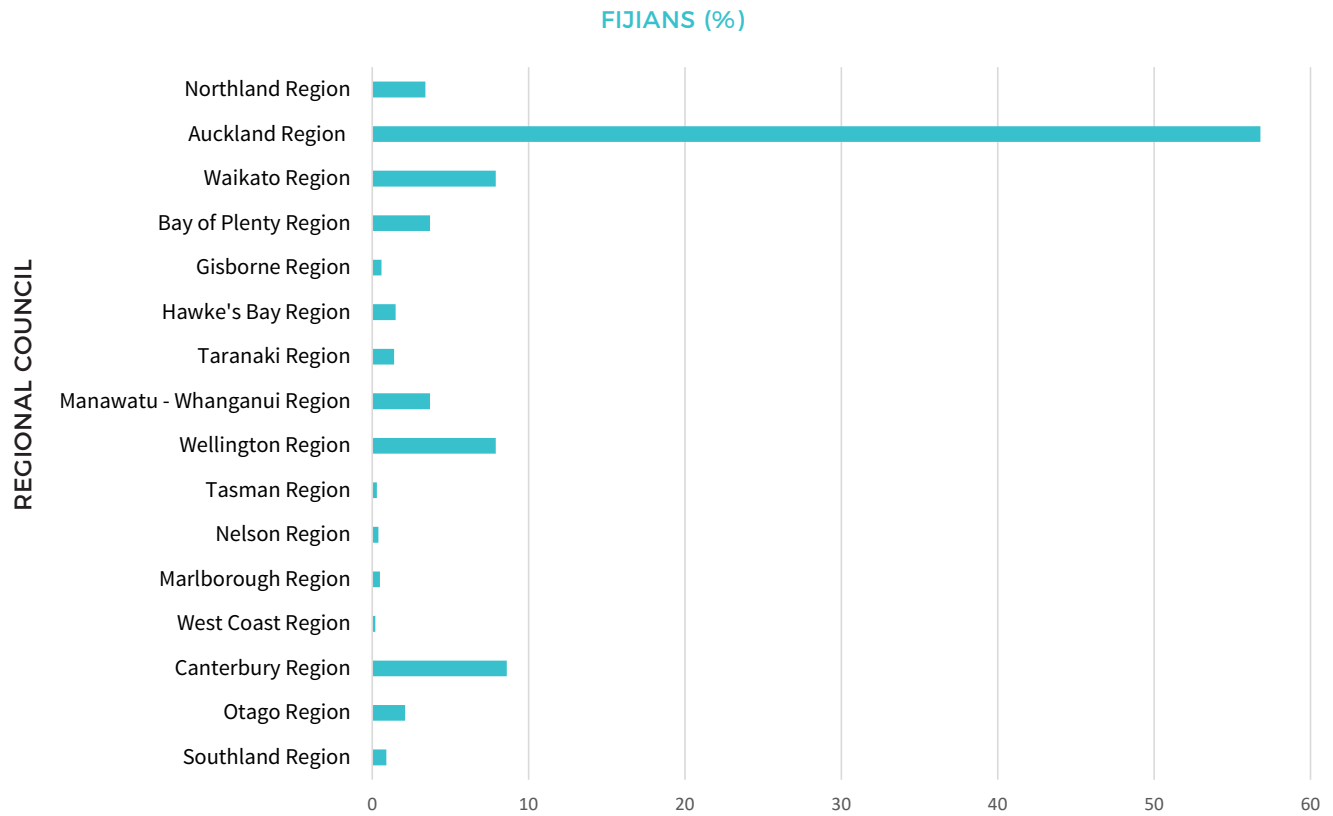
FIJIAN POPULATION IN NEW ZEALAND

CENSUS	2006	2013	2018
FIJIANS	9,861	14,445	19,722
% Growth	46.5% 36.5%		
PACIFIC PEOPLES	265,974	295,941	381,942
% Growth	11.3% 29.0%		

PROFILE OF FIJIAN POPULATION: CENSUS 2018

NUMBER	MEDIAN AGE	MALE	FEMALE
19,722	27.6	10,110	9,615
BORN IN NEW ZEALAND		BORN OVERSEAS	
41.20%		58.80%	
NUMBER OF ETHNIC GROUPS IN FIJIAN POPULATION one ethnic group = 55.1%			
Two	Three	Four	Five & Six
26.70%	12.30%	4.30%	1.60%

WHERE FIJIANS LIVE IN NEW ZEALAND



*Graph breakdown

REGIONAL COUNCIL	FIJIAN (%)
Northland Region	3.4
Auckland Region	56.8
Waikato Region	7.9
Bay of Plenty Region	3.7
Gisborne Region	0.6
Hawke's Bay Region	1.5
Taranaki Region	1.4
Manawatu - Whanganui Region	3.7

REGIONAL COUNCIL	FIJIAN (%)
Wellington Region	7.9
Tasman Region	0.3
Nelson Region	0.4
Marlborough Region	0.5
West Coast Region	0.2
Canterbury Region	8.6
Otago Region	2.1
Southland Region	0.9

REVIEW OF FIJIAN WELLBEING OUTCOMES



Women at Northland Fijian Community Wellbeing Meeting

EDUCATION (VULI)

HIGHEST QUALIFICATION	FIJIAN (%)	PASIFIKA PEOPLES (%)
No qualification	12.4	24.5
Level 1 certificate	8.7	11.9
Level 4 certificate	10.6	8.8
Level 6 diploma	4.8	2.5
Bachelor's degree & Level 7	11.2	7.7
Postgrad & honours degree	3.1	1.9
Master's degree	1.7	1
Doctorate	0.3	0.2

Source: NZ Census 2018

Analysis

- Fijians do better than other Pasifika peoples in education
- 50% less Fijians have no qualifications than other Pasifika peoples
- More Fijians than other Pasifika peoples have undergraduate and postgraduate qualifications

Areas to do better

- Knowledge and awareness of pathways that exist during

and after high school or secondary school

- Parents and guardians need better knowledge of the NCEA system
- More Fijians entering and completing tertiary education and/or its trade/vocational equivalent and getting into full-time employment on completion

EMPLOYMENT (CAKACAKA)

EMPLOYMENT STATUS	FIJIAN (%)	PASIFIKA (%)
Full-time	56.3	49.7
Part-time	14.1	12.6
Unemployed	5.4	7.1
Not in labour force	24.2	30.6

Source: NZ Census 2018

Analysis

- More Fijians are in full-time and part-time employment than other Pasifika peoples
- Fewer Fijians are unemployed than other Pasifika peoples
- Fewer Fijians than other Pasifika peoples are not in the labour force

Areas to do better

- More Fijians in growth-type (STEM) industries
- More Fijians accessing support services when required

INCOME GENERATION (RAWAKA VAKAILAVO)

INCOME SOURCE	FIJIAN (%)	PASIFIKA PEOPLES (%)
Wages & salary	64.9	56.6
Self-employment/ business	6.4	4.1
Income support	18.1	27.9
Other sources	1.6	1.5

Source: NZ Census 2018

Analysis

- More Fijians are earning wages and salaries than other Pasifika peoples
- More Fijians are in business and self-employed than other Pasifika peoples
- Fewer Fijians receive income support than other Pasifika peoples
- A smaller number of Fijians earn income via other sources than other Pasifika peoples

Areas to do better

- More Fijians in higher-paying jobs
- More Fijians in business
- More Fijians in business and trade training

INCOME EARNINGS (ISAU NI CAKACAKA)

INCOME	FIJIAN	PASIFIKA
Median income	\$32,000	\$24,300
Population earning between \$70,000 and \$100,000	7.50%	5.30%
NZ born median income	\$24,100	\$23,300
Overseas born median income	\$34,200	\$25,200

Source: NZ Census 2018

Analysis

- Compared to other Pasifika peoples, Fijians earn higher incomes
- A bigger difference exists in the earnings of New Zealand born and overseas born Fijians than for other Pasifika peoples
- Both Fijians and Pasifika peoples born overseas have higher median income than those born in Aotearoa

Areas to do better

- Increase the numbers earning at a higher level of income
- Reduce the income difference between overseas born and Aotearoa born Fijians

HEALTH (TIKOBULABULA)

SMOKING BEHAVIOUR	2013 (%)	2018 (%)
Regular	13.2	14.3
Ex-smoker	12.8	13.8
Never smoked regularly	74	71.9

Source: NZ Census 2013, 2018

Analysis

- Slight increase in smokers in the two Census years
- More deaths from cancer and diabetes related diseases

Areas to do better

- Reduce deaths from preventable and non-communicable diseases
- Ensure more regular physical and medical checkups with health providers
- Support and encourage Fijian health professionals into community health and disability promotions and education awareness campaigns

HOUSING (VEIVAKA VALETAKI)

HOME OWNERSHIP (2013 Census)	FIJIAN (%)	PASIFIKA (%)	NZ POPULATION (%)
Own or partly own residence	22.9	18.5	49.8
Do not own residence (rent etc)	77.1	81.5	50.2

Source: NZ Census 2013

Analysis

- Less than a third of Fijians own or partly own their residence, a little higher than other Pasifika peoples
- Nearly half of other New Zealanders own their residence
- Majority of Fijians and other Pasifika peoples do not own their residence

Areas to do better

- More Fijians to own properties and their residence
- More awareness and knowledge in financial literacy and capabilities to support pathways to home ownership

IMMIGRATION AND BORDER ISSUES (CURU VANUA)

Analysis:

- More Fijians entering Aotearoa on a work visa and via the Recognised Seasonal Employer (RSE) programme seek to stay permanently
- A good number of migrant Fijians are professionals such as nurses, teachers, electricians, builders etc

- Fijian migrant workers lack the status to access government services and at times they rely on resident Fijians for support and care

Areas to do better:

- Provide support and assistance, where possible, to Fijian migrants to settle into Aotearoa
- Help connect migrant Fijians to support and care services in their areas of work and residence
- Where feasible, provide support and assistance to Fijian migrants who qualify for and seek to apply for permanent residence and/or citizenship, instead of renewing temporary visas if they intend to live in New Zealand

NATIONAL FIJIAN YOUTH (TABAGONE)

“Lutu na niu, lutu ki vuna”

(When the coconut falls, it falls to its base. Young people will model behaviour that is shown to them)

A focus on youth is a focus on our future. Fijians growing up in Aotearoa face a different set of challenges as they continue to walk and work in different worlds with the expectation to thrive in them. Our young community is made up of those who identify as Fijian as well as other cultural heritages and sexual orientation. The demographic of young Fijian parents raising the next generation is more culturally and spiritually diverse. While there is a gradual increase in acceptance and embracing of different cultures and identities in schools, workplaces, community groups and society in general, the practical impact of this may not always be reflected positively in the wellbeing of our young people. The youth voice has been prevalent in all community feedback and so the wellbeing priorities that are covered in this Plan reflect this. The future will be driven and highly impacted by many issues, such as digital literacy, education and pathways (covered in the wellbeing priorities), climate change, civic leadership and responsibility, Covid-19, and language retention.

DIGITAL LITERACY (KILAKA VAKALIVALIVA)

Covid-19 brought about a new way of living through physical isolation and connection through technology. With this came a new set of challenges, especially for our people who live in extended families. It highlighted the socio-economic gap that exists with lack of access to digital resources to allow school work to be done efficiently. Fortunately, some education institutions allowed students to borrow Chromebooks and dongles for data issues so that school assessments and classes could be completed. Our youths also played a vital role in assisting the older generations with technology connectivity.

With schools and institutions now slowly getting back to face-to-face contact, with restrictions still being followed, more of our youths are adjusting to the new normal of working and learning from home. While our youths prefer having the option of face-to-face or online learning, digital literacy is vital given the technology-dependent world that we all now live in, which

goes beyond social media to the Internet of Things. We need key digital literacy skills that allow safe digital consumption in the right means and forms for our wellbeing.

CIVIC RESPONSIBILITY AND LEADERSHIP (ITAVI KEI NA VEILIUTAKI VAKAMATANITU)

Our young people represent a diverse range of voices, and we need more youth voices and representation in safe spaces to allow for more effective dialogue. More of our youths are becoming aware of the issues that will continue to affect them and would like leadership in different forms to represent them. While our local communities are currently providing opportunities to lead, we need to acknowledge that our young people will be more likely and willing to lead if there is a “no judgement, open-minded, safe space” given for them to grow. Fijian youths currently exist within subgroups of churches, schools and at community levels. To have a regional and national youth body to advise the government and other important groups would be the next step to ensure the voices of youth and their wellbeing are valued and considered.

LANGUAGE RETENTION (MAROROI NI VOSA)

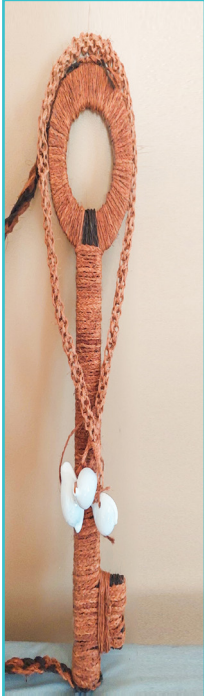
While more Fijians who currently live in Aotearoa are born in Fiji than in New Zealand, this trend may change given the current trajectory of Pacific population growth and immigration. As well, increased intermarriage with other ethnic groups has led to more ethnic background in our Fijian population, and this will increase over time and will bring challenges for Fijian families to maintain their language proficiency and cultural identity.

With these looming challenges, there will be an ongoing need for language retention initiatives both at school and in the community. Language is an effective means to communicate our culture and we cannot depend on Language Weeks alone. Language retention starts in our homes and communities and its effectiveness comes in working together as a community.

“Au sega ni tadra na rawaka, au cakacakataka”

(I never dreamed of success, I worked for it)

OUR FIVE WELLBEING PRIORITIES



Lalawa ni Tiko Vinaka



Fijian Wellbeing

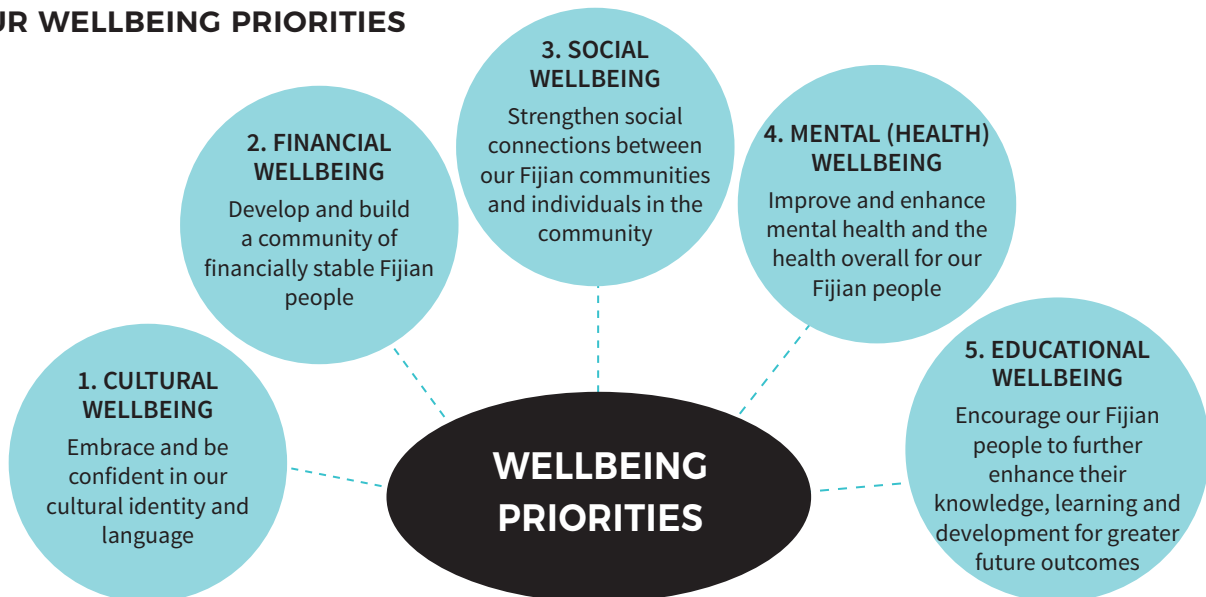
WHAT IS WELLBEING?

There are a lot of meanings of wellbeing, and a lot of research and literature on what it means. Wellbeing means different things to different people, and overall is difficult to define.

For *Lalawa*, the essence of wellbeing is captured in the values: Keimami kauwai kina (we care), Keimami sema kina (we

connect), Keimami na dau sasaga (we are ambitious), Keimami veilomani (we show love), Keimami dau veirokorokovi (we show respect) and Keimami dau cakacaka vata (we will work together). Together these values underlie our determination to achieve across all key facets identified in *Lalawa* to realise our aspirations for “Wellbeing” or “Tiko Vinaka”. It speaks to and reflects our status of being (tiko) as good (vinaka) allround.

OUR WELLBEING PRIORITIES



PRIORITY ONE

Embrace and be confident in our cultural identity and language

Definition

Fijian people value their cultural identity. It is the thread that keeps them connected to each other in New Zealand and those back at home. Cultural wellbeing consists of the awareness of the core Fijian traditional values and the ability to practically carry out traditional obligations and expectations. This allows cultural relationships to be formed and nurtured and legacy to be passed on to future generations.

Importance

Those who are grounded in their cultural identity have a stronger sense of internal security and are therefore less likely to experience anxiety, depression and other adverse impacts of mental health. For our children and youth, having knowledge of and participating in cultural activities builds their thinking skills and esteem and improves their ability to adapt in different environments; it ensures better educational outcomes, which affects employment, health and overall wellbeing. Building cultural capabilities contributes to the increase in cultural capital in our communities. This allows for more individuals who are culturally secure and emotionally grounded to be of service to their communities.

Impact

Research indicates that those who are not connected to or grounded in their culture are more likely to suffer from the adverse effects of mental health. Mental health is a prevalent issue especially for our young people and often makes people dependent on government for support and assistance. In our communities, these are the people who are less likely to be aware of opportunities for personal growth and prosperity. On the other side, those who are culturally grounded are more likely to take on leadership positions to serve their communities and contribute positively to areas of wellbeing such as education, employment and home ownership.

PRIORITY TWO

Develop and build a community of financially stable Fijian people

Definition

Financial wellbeing is a combination of attitudes, financial knowledge, behaviours and decisions, which can influence how a Fijian family or individual manages their current and ongoing financial obligations, in order to feel secure in their financial future and their ability to make good life choices. It is a foundation on which many other aspects of a family's or individual's life are built. It is a wellbeing domain that is linked with career choices in terms of employment that generates income for Fijian individuals and families. It is also connected to educational wellbeing, which motivates an individual to pursue higher education and training that will help raise household income.

Importance

Research shows that, beyond implications for overall health, financial wellbeing can have a direct impact on engagement and productivity.

The ability to manage financial shocks has always been important during periods of financial uncertainty for Fijian households. Individuals and families within the Fijian community that have modest levels of income, with positive net asset positions, can be reasonably secure. However, there are also those with large incomes, but also large levels of debt that they struggle to service, which then makes them financially insecure. It is becoming a big issue within the Fijian community in terms of people trying to secure large loans for events like weddings and funerals, while they are unable to meet their main financial obligations such as rent, electricity, visa application fees, water and other basic expenses for their families.

Impact

As a growing community in New Zealand, Fijians need to start engaging in conversations about financial capability to build our financial wellbeing. Not addressing financial wellbeing within our community can create financial stress and have adverse effects on mental health, cause relationship breakdowns, and negatively affect our psychological and physical health.

Lack of experience and confidence in handling financial stress can result in abusive relationships where hard-earned income is frittered away on wasteful spending and living the high life from one pay cheque to the next. Without educating our community on the importance of financial wellbeing, our people will continue to suffer financially.

PRIORITY THREE

Strengthen social connections between our Fijian communities and individuals in the community

Definition

Our health is multidimensional; social wellbeing along with mental and physical wellbeing contributes to good health. Social wellbeing is defined as sharing, developing, and sustaining meaningful relationships with others in the community. It's a wellbeing that allows for an individual to feel a sense of belonging and being valued, and provides a sense of connectedness. Social wellbeing is not only about meaningful connections, but the appropriate behaviour an individual poses in relationships and maintaining acceptable social standards. This wellbeing is also linked to social inclusion and social intelligence factors such as emotional intelligence, upbringing, and moral code, which all help cultivate social wellbeing. It influences our lifestyle, beliefs and traditions. In the Fijian culture, maintaining strong connections in our community and families creates a better lifestyle, greater morals and stronger upholding of our traditions and beliefs. Our people believe that our strength as Fijian people derives from the connections of our forefathers, our families and community, which creates a high level of social wellbeing.

Importance

Maintaining an optimal level of social wellbeing allows for our Fijian community to build healthy relationships, strengthen community resilience, strengthen families within the community and create more youth engagement. With Covid-19 increasing in the communities, cyclones and tsunamis are affecting our homeland of Fiji, RSE workers and others being employed around New Zealand are enduring obstacles, crises

and changes. It is vital that our people maintain a high level of social wellbeing to support one another and others back in Fiji during these trying times. There is also our LGBTQ+ community and special community that is growing, and having an elevated level of social wellbeing contributes to the social inclusion of new types of communities within our wider Fijian community. This is where social resilience is built and an elevated level of social wellbeing needs to be maintained, as it helps us prepare and connect as communities for the betterment of our people and contributes to stronger communities that can withstand and recover from upheavals.

Impact

Lack of social wellbeing can lead to mental health issues, increased risk of heart disease, high rate of depression, suicide and anxiety. It can lead to loneliness, abusive relationships, avoiding contact with family, friends and co-workers. It can diminish an individual's sense of self-worth, people and social skills. Isolation and segregation between members of our community can cause friction and division, making it difficult to achieve better outcomes.

PRIORITY FOUR

Improve and enhance mental health and the overall health of our Fijian people

Definition

Mental health wellbeing refers to an individual's cognitive, behavioural and emotional wellbeing. It is how an individual feels, and it is linked to emotional, psychological and social wellbeing.

Importance

It is vital that this type of wellbeing is addressed within our community, to ensure we do not have an increase in suicide rates in our community; to mitigate the risk of individuals entering the justice system; and to increase their level of mental health wellbeing. Fijian individuals in the LGBTQ+ community, as well as those who are physically or mentally disabled, are afraid to confidently portray their sexuality openly or embrace who they are for fear of being discriminated against or judged. Within the Fijian community, a number of young people have committed suicide as a result of not maintaining their mental health wellbeing or not speaking with someone to get help. Fijians should be aware of the importance of mental wellbeing to ensure they are connected to their families and culture. Having a sense of belonging, and mental clarity, often results in a life of fulfilment and meaning.

Impact

Mental wellbeing affects our daily living, relationships and physical health. It can cause stress, anxiety, social and economic pressures, psychological and mental distress, workplace disputes, and social exclusion from their culture, identity and families. Mental health wellbeing if not addressed, can even lead our Fijian people to the point where they close themselves off from the community or their families, because of issues they may be facing mentally. It can lead an individual into a state of depression, drug abuse and consumption of illegal substances as a way of dealing with their mental health wellbeing.

If we do not prioritise this wellbeing, we will continue to see forthcoming consequences within our Fijian community.

PRIORITY FIVE

Encourage our Fijian people to further enhance their knowledge, learning and development for greater future outcomes

Definition

Education in the context of this Plan refers to formal education that is received through institutions that are governed by the New Zealand Ministry of Education (MOE). This is from Early Childhood Education to tertiary institutions and its equivalents. While formal education is important, the decisions and actions that happen outside the learning environment impact the development of what happens within the learning environment. This can include family violence and the expectation to provide financially and non-financially, such as care for the elderly and young children.

Importance

Access to quality education is part of our migration stories. Quality education can lead to more pathways and opportunities for income generation and in turn home ownership and service to the community. This is part of the wider work of Talanoa Ako, which is creating pathways and awareness in the education space for our communities across New Zealand. Student allowances and student loans allow students to access tertiary education and its equivalent. Fijians are the fastest growing Pacific demographic and the Pacific demographic is the fastest growing young demographic. As such there is a need to have more Fijians in areas such as STEM, Education, Law and overall areas where policies and decisions that affect their wellbeing are being made. For our people employed in the primary industries, non-clinical roles and other forms of labour-intensive work, more policy needs to be focused on how student loans and grants allow them to work and upskill at the appropriate time.

Impact

Education is an important value for Fijian people – our community feedback reflects this. The right education gets people into the right career pathways that allow them to contribute financially and beyond to their wellbeing and that of others. Members of our community who are employed in areas of high demand such as Civil Engineering, Education, Sciences, Health, Business and Law are seen as a source of wisdom and guidance in their area of expertise and exemplars for our younger generation.

"Kevaka e bibi vei iko, o na raica e dua na kena sala, ke sega, o na raica e dua na ulubale"

(If it's important to you, you will find a way, if not, you will find an excuse)

OUR WELLBEING OUTCOMES



Fijian young people our future

In developing *Lalawa*, our Fijian community has identified a set of high-level results that describes the desired outcomes sought from the actions and strategies outlined in this Plan. These results are those that Fijian groups and communities in Aotearoa and elsewhere also contribute.

OVERALL OUTCOME

The overall outcome we are seeking to achieve is to cultivate and sustain a culture of confident, thriving and prosperous Fijians in Aotearoa and their wellbeing aspirations.

This outcome is derived from and linked to a vision stated thus: “Generations of Fijians in Aotearoa are achieving to the best of their abilities and sharing success”. We are people who believe that in order to prosper in life, our wellbeing needs to be at the forefront and sustained in order to realise those aspirations we strive for.

Various organisations, as well as Fijian (Vanua) groups and regional communities within Aotearoa and Fiji, contribute to this outcome. It is to cultivate a culture where Fijians attain success in the various facets of society. It is about grasping opportunities that are presented and making the most of them to realise outcomes such as financial security and a stable future, job security and a healthy family environment that is free of violence.

It envisages that Fijian people living in Aotearoa seek to become prosperous and successful while ensuring they are maintaining and embracing their cultural identity as Fijians.

STRATEGIC LEVEL OUTCOMES

Towards achieving its Overall Outcome, the Fijian people of Aotearoa would contribute to the following three Strategic Level Outcomes.

Strategic Level Outcome 1:

- More Fijian communities in Aotearoa have the confidence to assert their rights, entitlements and freedom as citizens and residents

Strategic Level Outcome 2:

- More Fijians gain pride and confidence in their identity by embracing their language and culture

Strategic Level Outcome 3:

- Increased numbers of Fijian families attribute their success to taking advantage of education and economic opportunities in Aotearoa

INTERMEDIATE OUTCOMES

Each of the three Strategic Level Outcomes is addressed by a range of intermediate outcomes as set out below.

Intermediate Level Outcome 1:

- More Fijians understand and are knowledgeable about their rights and entitlements

- More Fijians hold posts on community boards, councils, advisory groups, trust boards etc

Intermediate Level Outcome 2:

- More Fijians gain pride and confidence in their language and culture
- Increased numbers of Fijians have an understanding of and proficiency in the Fijian language
- There is increased participation by Fijian youths in Fijian language and cultural activities

Intermediate Level Outcome 3:

- More Fijians achieve success in tertiary education and training
- Greater numbers of Fijians are employed in the private and public sector workforce
- More Fijian people own homes and businesses
- More Fijians are active in the non-governmental organisation (NGO) sector as leaders and service providers

9. Support and empower our Fijian parents to become more knowledgeable about the education system in New Zealand
10. Work with the health and disability sector to facilitate programmes for our Fijian community's health needs
11. Provide tools and resources to help connect our Fijian communities together with community programmes and workshops
12. Engage with Fijians in the rainbow community to address current issues they endure in today's society

"Kakua ni namaka me veisau na ka o rawata ke dua dua tikoga na ka o cakava"

(Don't expect a different outcome if you're doing the same thing over and over again)

ACTIONS FOR INTERMEDIATE OUTCOMES

To achieve the set of intermediate outcomes, the National Fijian Wellbeing Plan has identified a range of actions for our wellbeing priorities:

1. Identify, promote and educate Fijians about their rights and entitlements as citizens and residents of Aotearoa
2. Advocate for and represent Fijians on relevant public forum, community and advisory group engagements and where feedback and views of the public are sought
3. Shape and lead the debate on topics relating to the impact of public policies and issues on Fijians in Aotearoa
4. Strengthen and support efforts and initiatives aimed at promoting the languages and culture of Pasifika peoples that will benefit Fijian language and culture in Aotearoa
5. Encourage and engage our church and its leadership as agents of change and motivation to realise our wellbeing aspirations
6. Identify, promote and support pathways to encourage Fijians into home ownership, business entrepreneurship and financial stability
7. Identify and promote opportunities to establish Fijian NGOs as community service providers
8. Guide and support our Fijian people to access scholarships to enrol in higher education, qualifications, and trade

OUR WELLBEING ACTIONS



OUR FIVE WELLBEING PRIORITIES WILL BE IMPLEMENTED BY A SET OF STRATEGIC AND ROLLING ACTIONS.

STRATEGIC AND ROLLING ACTIONS

STRATEGIC ACTIONS	ROLLING ACTIONS
Build a culture where our Fijian people are able to embrace and be confident in our cultural identity and language	Promote and support language and cultural programmes and activities for young children, with adults as mentors, and using traditional Fijian organisational groups and churches
Develop and build a community of financially stable Fijian people	<p>Guide and assist our young people with financial and business advice to support and promote a culture of entrepreneurship</p> <p>Partner with organisations through MSD and other agencies to promote financial literacy as an enabler for escaping financial stress and family violence</p>
Strengthen social connections between our Fijian communities and individuals in the community	<p>Continue to support targeted initiatives for people of diverse backgrounds that enable them to express their identities, such as LGBTQ+ and more</p> <p>Support and promote disability within our Fijian community through services such as the Office for Disability Issues</p> <p>Work in partnership with other community groups and organisations to increase access to food for low-income families through MSD's Food Secure Communities service</p>



<p>Improve and enhance mental health and the overall health of our Fijian people</p>	<p>Support and promote mental health by continued delivery of the Family Violence – It’s not OK! service</p> <p>Partner with local public and community health agencies, support network community groups, raise awareness about dementia and other underlying health issues among our elderly Fijian people</p> <p>Create sporting and physical activity options with clubs and sporting organisations</p> <p>Work with other organisations to reduce harm from alcohol and other drugs</p>
<p>Encourage our Fijian people to further enhance their knowledge, learning and development for greater future outcomes</p>	<p>Promote early learning opportunities and adult learning pathways for Fijians</p> <p>Promote pathways for learning in STEM subjects for Fijian learners via programmes such as Talanoa Ako</p> <p>Guide and promote StudyLink services to young students and those intending to pursue further education</p>

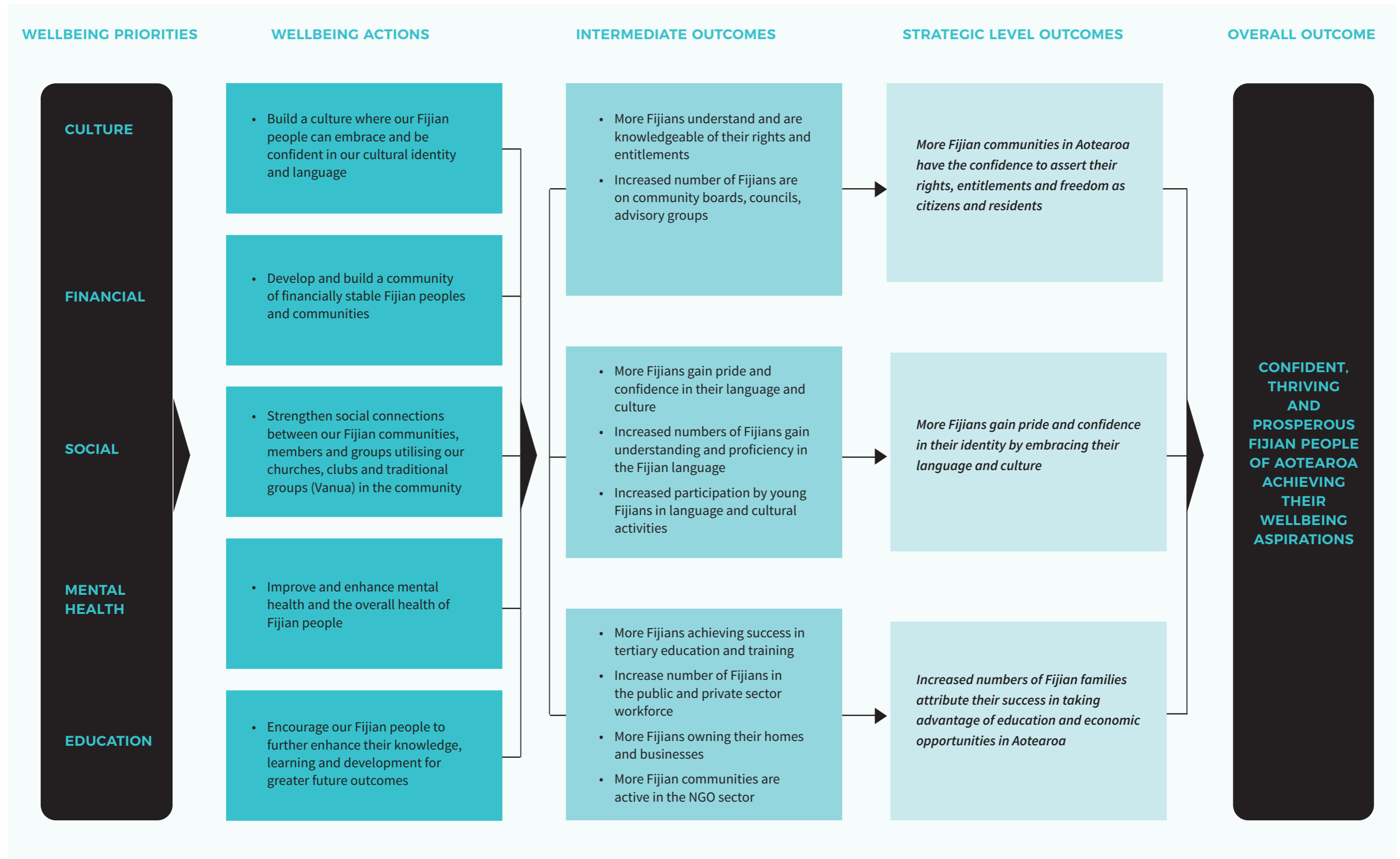
WELLBEING OUTCOMES FRAMEWORK

The outcomes framework is set out over the page linking the range of activities from the wellbeing priorities to the set of outcomes to be achieved. This will form the basis for developing indicators to track and report on the achievement of the targeted outcomes.

“Dua ga na siga ni cola qele”

(Importance for all to pitch in and focus solely on the task at hand to be achieved for the scheduled day)

NATIONAL FIJIAN WELLBEING OUTCOMES FRAMEWORK



CONNECTING WITH GOVERNMENT



Workshop at Bose Vata

The wellbeing project provided a unique opportunity for Fijians in Aotearoa to engage with government at the national level over a plan to realise their wellbeing aspirations. It is a challenge that must be grasped by the Fijian communities and their leadership as pivotal to their place as Fijians in Aotearoa. With their national plan, *Lalawa*, they have the platform to target key areas where drastic outcome changes and improvements are required, especially for the young people. It will also require focused and deliberate commitment and application to ensure the outcomes set out in *Lalawa* are realised.

UNITING AND WORKING TOGETHER

Organisational capability will be an essential element in ensuring effective and ongoing interaction between government and Fijian communities, especially in the implementation of *Lalawa*. To effectively implement the national plan will require a range of resources and expertise that will have to be sourced both locally and at the national level across a range of agencies and stakeholders. Local expertise and relationship links will be critical in dealing with local challenges and issues, while national ones will require close collaboration with other communities. The regional working group provides a network of connections which can offer opportunities for sharing and partnering to deliver services for shared challenges.

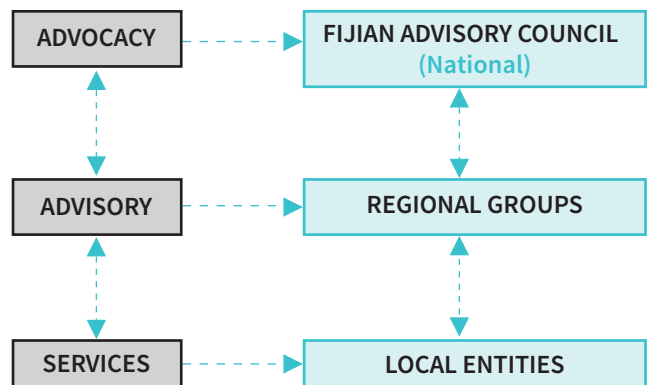
The regional level network of community contacts will also act as a conduit between the local and national focus in processing local and regional level information and input for consideration

at the national level. *Lalawa* will require a national body, such as a National Fijian Leaders' Forum, that also provides an overview of wellbeing issues that are of national significance to the wellbeing aspirations of all Fijians.



This three-level approach would be important as each community entity is able to bring focus and attention at each particular level of government, while also being connected to share information and learnings to benefit the implementation of both community wellbeing plan and *Lalawa*. This mutual dependence will also ensure wellbeing issues can be addressed at the appropriate level while not diluting the influence or opportunity for co-design and collaboration over solutions to common wellbeing challenges. A National Fijian Leaders' Forum will therefore serve to engage government at the national level across the Fijian communities as part of its mandate. It draws its strength and support from local and regional levels of the community and projects itself externally as the voice of the community. A schematic outline of the organisational network is set out below.

NATIONAL FIJIAN LEADERS' FORUM



"Na dalo e tei ka vakasulina"

(When planted, taro always have sucklings – Everything has a link and connection)

TRACKING LALAWA OUTCOMES



STRATEGIC OUTCOMES AND INDICATORS

STRATEGIC OUTCOMES	KEY PERFORMANCE INDICATORS
<p>Fijian communities in Aotearoa have the confidence to assert their rights, entitlements and freedom as citizens and residents</p>	<ul style="list-style-type: none"> Increased proportion of Fijians applying for funding and other entitlements for the benefit of their community More Fijians feeling a sense of belonging in their communities and in New Zealand Increased proportion of Fijians belonging to social groups and New Zealand clubs Increased proportion of Fijians with residency voting in the New Zealand general election
<p>Fijians gain pride and confidence in their identity by embracing their language and culture</p>	<ul style="list-style-type: none"> More Fijians hosting Fiji language events in their places of employment and in their communities More Fiji people in their communities hosting cultural workshops for the Fijians and non-Fijians in their communities Increase in small businesses targeted at promoting Fiji language and culture
<p>Increased numbers of Fiji families attribute their success to taking advantage of education and economic opportunities in Aotearoa</p>	<ul style="list-style-type: none"> Increased proportion of Fijians applying for scholarships to further their education Increased proportion of Fijians joining financial literacy workshops Increased proportion of Fijians becoming first-time home buyers Increased transition of work to residence visa for Fijians sponsored by New Zealand companies Increase in Fiji homeowners around New Zealand Increase in Fiji communities and church denominations owning their own community halls and churches



INTERMEDIATE OUTCOMES AND INDICATORS

INTERMEDIATE OUTCOMES	KEY PERFORMANCE INDICATORS
<p>Fijian people understand and are knowledgeable about their rights and entitlements</p> <p>Fijian people hold posts on community boards, councils, advisory groups, trust boards etc</p>	<p>Increased proportion of Fijians hold positions on boards, councils and other prominent posts</p> <p>Increased proportion of Fijians in the disabled or rainbow community feel safe in New Zealand</p> <p>More Fijians understand their employment legislations to ensure they aren't unlawfully employed in New Zealand, which decreases the number of deportees.</p>
<p>Fijian people have more confidence in their language and culture</p> <p>Fijian people have more of an understanding of and proficiency in the Fijian language</p> <p>Fijian youth are participating more in Fijian language and cultural activities</p>	<p>Increased proportion of youth participation in Fijian Language Week events and Fijian community cultural activities</p> <p>More Fijians applying for Fijian language lessons</p> <p>Increase in participation of youth during the Fijian speaking competitions that occur around Fijian Language Week</p>
<p>Fijian people achieve further tertiary education and training</p> <p>Increase in Fijian people employed in the private and public sector workforce</p> <p>Increase in Fijian people owning homes and businesses</p> <p>Fijian communities are active in the NGO sector</p>	<p>Decreased proportion of Fijian people receiving housing assistance and renting homes after five and ten years in New Zealand</p> <p>Increased proportion of Fijian school leavers achieve NCEA level 2 or higher after completing five years of secondary education</p> <p>Increased proportion of Fijians 21 years and above gain tertiary qualifications</p> <p>Increased proportion of Fijians gain level 3 or above qualifications in NZQA recognised framework</p> <p>Increased proportion of Fijians in paid full-time and part-time employment</p> <p>Decreased proportion of Fijians seeking unemployment and seeking benefits</p> <p>Increased proportion of successful Fijian small business owners in New Zealand</p>

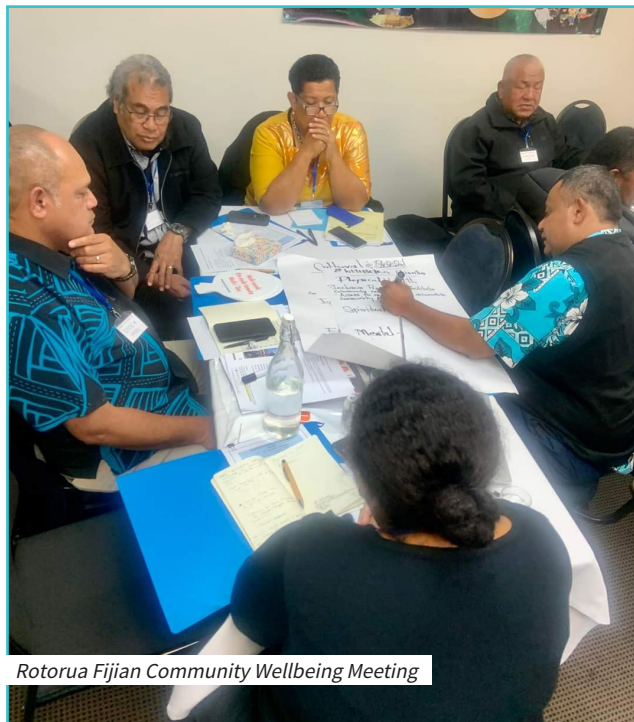
“Dua na toso lailai ena veisiga ena yaco ki na rawaka lelevu sara”

(A little progress each day adds up to big results)

FUTURE-PROOF LALAWA



Rotorua Fijian Children at Wellbeing Session



Rotorua Fijian Community Wellbeing Meeting

The prevalence of natural and man-made disasters of today makes it vital that we are better prepared to deal with the risks and challenges they pose. For Aotearoa, the danger posed by pandemics continues to be a constant threat to the daily lives of Fijians and other community groups. *Lalawa* takes into account the need to be future-proofed in our community's outlook and preparedness in order to counter the negative impacts of pandemics as well as human and national conflicts such as those resulting in wars and societal upheavals.

RISK AND CHALLENGES

At the community level, disengagement of members as a result of community and ethnic conflicts will pose real risks to the implementation of *Lalawa*. As well, lack of resources and commitment by the government to realise the wellbeing aspirations contained in *Lalawa* will deter any further engagement, thereby leading to community groups being unable to access support services, especially during periods of lockdowns.

As the fastest growing group population wise, Fijians also face challenges relating to organisational creep as new groups set up their own support structures or via break away from bigger groupings. Small groups often fail to have their issues tabled

or considered for lack of impetus or advocacy in areas, such as resourcing and funding for community activities, that often require skills in developing proposals, or engagement with officials and civic and political leaders.

The ongoing arrival of migrant workers from the Pacific has also resulted in Fijian communities having to invest time and resources in their support and care, at times to the detriment of families, especially children. Added pressure to provide others with support can be a drain on family resources and energy that results in breakdown in family relationships, mental stress, and violence. Investing in community group organisational capability to ensure they are able to provide their members with ongoing care and support will be critical.

To this end, a National Fijian Leadership Group has been endorsed by the regional working group to be established to provide a platform for Fijian voices at the national level and co-ordination of engagement and interaction with government for the implementation of *Lalawa*. While local community groups will be tasked with supporting members to implement their local community wellbeing plans, the national body will engage with the Ministry of Social Development and other agencies at the national level on matters in *Lalawa* and others of national significance to the wellbeing of Fijians in Aotearoa.



COVID-19 RESPONSE

The impacts of the Covid-19 pandemic stretched far beyond our New Zealand Fijian community's physical and mental health. It continues to impact the health of our Fijian community, economy, social connections and growth. During the peak period of Covid-19 within the community, we saw a decline in life satisfaction and wellbeing.

People struggled to meet for community meetings, sporting events, church services and gatherings.

Fijians who responded were so supportive of the vaccination drive, which was greater than expected. This was encouraging and a great deal was due to prominent Fijians who featured in promoting the vaccination drives and related support activities. As a growing community we were all fortunate to receive care packages and help from a small number of Fijian community providers and boosted by other Pasifika providers in providing support packages, and food and water supplies during these unprecedented times.

In the future we will be required to address wellbeing issues such as environmental wellbeing in terms of carbon emissions, climate change and reducing pollution. Physical wellbeing in how we address dietary issues, physical health, fitness and ensuring our overall health and physical wellbeing are well maintained. The opening of the borders with Fiji will renew connections back home and lead to more interaction and engagement and will also bring greater exposure. Automation will become a thing of the future, and will impact our community, positively and negatively, through employment opportunities and technological advancement that replaces manual labour and simple operational functions.

We therefore need to:

- Educate our young people about our language and culture
- Encourage our young people to further their education or tap into the trade industry to ensure their future.
- Ensure our older generation is properly equipped well before retirement age.
- Help new migrant families gain their residency or citizenship.
- Ensure people understand and know where to seek resources, services and tools to support their wellbeing and their families.

The main future focus for our Fijian community in New Zealand is to continue to identify gaps in dealing with key wellbeing issues and being able to develop and implement community-based solutions that promote community links and connections over time.

This will ensure support for each other during tough times and contribute to a thriving, confident, prosperous Fijian community. While the future may look different and challenging, Fijians are resilient enough to deal with the challenges while capitalising on the opportunities they are presented with.

"Dui seva ga na bua ka tea"

(You will pick the flower you plant – You will reap what you sow)



MONITORING AND EVALUATION

LALAWA OUTLINES A RANGE OF GOALS, OUTCOME INDICATORS, AND STRATEGIC ACTION PLANS THAT WILL BE UNDERTAKEN OVER THE NEXT FEW YEARS. AS CHANGES OCCUR WITHIN THE FIJIAN COMMUNITY IN AOTEAROA, IMPACTS CAN THEN BE OBSERVED OVER AN EXTENDED PERIOD OF TIME, WITH A RANGE OF INDICATORS USED TO MONITOR PROGRESS OVER BOTH THE MEDIUM AND LONG TERM.

The indicators will be used to measure the success of the implementation of *Lalawa* and its progress each year over a three-year period.

The outcomes framework is designed to track progress from a wider perspective. By using some long-term indicators in this Plan, outcomes can be measured in regional and local Fijian communities.

We will also look to develop an evaluation framework which will be designed to ensure we continuously reflect on and learn from the work undertaken for *Lalawa*.

Due to the wide range and scope of *Lalawa*, evaluation will be based on the following:

- Has *Lalawa* achieved the desired change impact?
- Is *Lalawa* having a positive influence on the Fijian community in Aotearoa?

- Have we done what we laid out in *Lalawa*?
- What improvements can be made?
- How effective is *Lalawa*?
- What will we use to inform us?
- What data do we gather?
- When do we review *Lalawa* or what areas we need strengthened?

“Na rawaka e sega ni vakavuvulitaka e vuqa na lesoni me vaka na druka”

(Success does not teach as many lessons as failure)

OUR SERVICES

AS A GROWING COMMUNITY WITHIN AOTEAROA, FIJIANS ARE SPREAD OUT AROUND THE COUNTRY. OVER TIME, THIS HAS LED TO THE SETTING UP AND DEVELOPMENT OF SERVICES FOR REGIONAL AND LOCAL FIJIAN COMMUNITIES. AS PART OF THIS WELLBEING WORK, A GOOD NUMBER OF SPECIFIC SERVICES IN THE VARIOUS SECTORS WERE AVAILABLE TO ACCESS AND ARE LISTED BELOW. THE SERVICES ARE AN INTEGRAL FIRST PORT OF CALL FOR FIJIANS SEEKING GUIDANCE OR SUPPORT OR HELP WITH ANY QUERIES THEY MAY HAVE. WE ARE UNDERTAKING A STOCKTAKE AS PART OF ASSESSING OUR COMMUNITY CAPABILITIES TO IMPLEMENT *LALAWA* AND COMMUNITY WELLBEING PLANS.

Communities

- Fijian Club
- Northland Fijian Community
- Auckland Fijian Community
- Waikato Fijian Community
- Hawkes Bay Fijian Community
- Rotorua Fijian Community
- Invercargill Fijian Community
- Marlborough Taukei Fijian Community Charitable Trust
- Whanganui Fijian Community Trust
- Wellington Fijian Community
- Taranaki Fijian Community
- Christchurch Fijian Community
- Opotiki Fijian Community
- Otago Fijian Community
- Dunedin Fijian Community
- North Otago Fijian Community
- Invercargill Fijian Community
- NZ Fiji Families Wellbeing Trust
- Natui Cake Fijian Community Trust
- The Fijian Charitable Trust
- Fiji Girit Foundation of NZ

Vanua groups within communities

- Tailevu Community
- Naitasiri Community
- Cakaudrove Community
- Nadroga Community
- Lau Community
- Rotuman Community
- Ra Community
- Serua Community
- Levuka, Ovalau Community
- Ba Community
- Nadi Community
- Yasana o Rewa Community

Associations in New Zealand

- Babasiga Waikato Fijian Association
- AUT Fijian Students Association
- Otago Fijian Students Association
- UOA Fijians Students Association
- Waikato Fijian Students Association
- Victoria Fijian Students Association

Religious groups

- First Fijian Assembly of God Trust
- Hawkes Bay Fijian Christian Fellowship
- Hamilton Fijian AOG Trust
- South Auckland Fijian AOG Trust
- Fijian Christian Fellowship Trust
- Fijian Agape Christian Evangelism
- Auckland Fiji Catholic Community Inc

Media

- PMN Fiji
- Na Voqa Kei Viti – Fijian Language Radio Programme
- Voqa kei Viti

Education

- Education First Trust
- Canterbury Fijian Education Support Trust
- Edufiji Kidz Charitable Trust
- Bula Early Childhood Education Trust

Health and social services

- Fijian Nurses Association
- Friends of Fiji Health NZ Inc
- The Canterbury Fiji Social Services Trust

- Safe Haven for Kids Fiji
- Fijian heart trust fund
- Auckland (Fiji) Sammlit Women's Trust Board
- I-taukei Fijian Aotearoa Health & Wellbeing Society
- Kaute Pasifika
- The Fono

Other

- Marine Muddy Water club
- Joana Monolagi and Alipate Trail (Cultural workshop leads)



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APPENDIX

PROJECT AND WELLBEING PLAN TEAM	FIJIAN COMMUNITY REGIONAL REPRESENTATIONS IN NEW ZEALAND
<p>Sai Lealea MNZM – Project Lead</p> <p>Kasanita Bilitaki – Auckland Fijian Community REP</p> <p>Sia Nakabea – Hamilton Fijian Community REP</p>	<p>Northland Fijian Community</p> <p>Auckland Fijian Community</p> <p>Waikato Fijian Community</p> <p>Hawkes Bay Fijian Community</p> <p>Rotorua Fijian Community</p> <p>Taranaki Fijian Community</p> <p>Whanganui Fijian Community</p> <p>Palmerston North Fijian Community</p> <p>Wellington Fijian Community</p> <p>Marlborough Fijian Community</p> <p>Christchurch Fijian Community</p> <p>Waitaki Fijian Community</p> <p>Dunedin Fijian Community</p> <p>Invercargill Fijian Community</p>
ACKNOWLEDGEMENT OF FEEDBACK RECEIVED	FIJIAN COMMUNITY CULTURAL ADVICE ON PLAN NAME
<p>We acknowledge all the various Fijian regional communities for their feedback on the draft plan</p>	<p>National Fijian Wellbeing Working Group</p>



Pasefika
PROUD



Our Families, Our People, Our Responsibility