



Ara

Institute of Canterbury

Ara rau, taumata rau

Pacific Strategy

2020 - 2022

ara.ac.nz



Graduate of the social work degree Sea Muaimalae wins the Pasifika Supreme Award for 2019 at the Eke Panuku Awards.



Introduction

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

Welcome to the second version of the Ara Pacific Strategy for 2020 - 2022.

The first Pacific Strategy (2017-2019) proved to be an effective and inspirational guide which enabled Ara to forge a positive direction since its launch. We're heartened by the achievements that have been made and the potential for further work in the coming years.

These are all worth celebrating as positive outcomes in a relatively short period of time and give the PAG confidence that continued attention and action will result in further gains over the next strategy duration. We're looking forward to further improvements in Pacific student outcomes so that Pacific students achieve at least as well as other Ara students. In the future we will appoint a Pacific Leader role, an implementation plan, an increase in the number of Pacific academic staff and deliberate actions that address Pacific staff development.

Achievements have included:

- good Pacific student engagement
- improvements in Pacific student outcomes
- a calendar of annual Pacific events and activities for students including community members
- a strong student group who provide an effective voice to Ara and Pacific Advisory Group (PAG)
- a Pacific study space that is well used by students
- a wide range of engagement events within our communities and schools to inspire and inform Pacific people about possibilities at Ara
- good numbers of Pacific staff in allied and support roles
- pacific academic and pastoral support staff
- pacific student scholarships
- celebration of Pacific student achievements

Principles

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

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

Achieving outcomes for Pacific

While achieving tangible outcomes for Pacific is an important part of this strategy, it is equally important to ensure that all endeavours to achieve these outcomes are built on sound Pacific cultural values. To assist in achieving these outcomes, the following Pacific 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 Pacific views and values, and is a key stakeholder for engagement and forming connections with Pacific communities.
- **Identity and language:** Each individual's identity as Pacific, 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 Pacific 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 Pacific 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 Pacific cultures, leadership involves service to one's community.
- **Diversity:** Pacific 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 Pacific, this group may also identify with their ethnic-specific Pacific homeland. Pacific people are not homogenous and Pacific does not refer to a single ethnicity, nationality, gender, language, or culture.



Outcome 1: Pacific students participate, progress and achieve qualifications

Inspiring Pacific students to participate in education at Ara, ensuring that Pacific 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:

- continue engagement with Pacific families, communities and other stakeholders, including churches, local and central government, and Pacific organisation to promote learning opportunities
- continue to build relationships through participation in community and cultural events within Canterbury and to strengthen connections with Pacific students, their families, and their communities
- champion Pacific success through events, awards, mainstream and social media, and profile Pacific staff and students
- identify Pacific students in need of support as early as possible and provide a circle of support – maufatanga tala noa to enable them to build confidence and succeed
- promote research that will improve outcomes for Pacific students
- remove barriers to entry so that scholarships can be applied for through a range of creative medium
- inspire all colleagues to provide culturally appropriate teaching, support and service
- develop and monitor a Pacific Report outlining participation, retention and achievement of Pacific students on an annual basis for oversight by PAG and governance

Outcome 2: The learning environment at Ara incorporates Pacific values

An environment that is attractive to Pacific students is created and maintained where Pacific 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:

- continue to engage with other tertiary institutions to grow a sector that is responsive to Pacific students, families and communities
- ensure Pacific identity is valued in key spaces throughout Ara campuses
- increase cultural representation in spaces through symbols and art so that students, families and communities feel welcomed and included as valued members of the Ara community
- advocate for Pacific representation on the NZIST Council and subsidiaries in order to increase the engagement and contributions of Pacific students through the use of Pacific responsive teaching and learning pedagogies
- provide Ara colleagues with professional development opportunities that will increase their awareness of Pacific perspectives and their effectiveness as culturally responsive practitioners
- support academic teams to integrate Pacific pedagogy and exemplars into the content of courses and programmes
- promote the Fale Tele pedagogy model and incorporate this into capability development, programme development
- encourage non-Pacific staff to increase their capability to support Pacific students and colleagues, through PD and participation in APSTE, ACE and other relevant Pacific organisations and fono

Outcome 3: Increase Pacific graduate employment rates

Ensuring Ara actively prepares Pacific students for employment by ensuring relevant education is provided, and that Ara staff assist in transitioning Pacific 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.

Samoa proverb

Ara will:

- enable Pacific graduates to be work-ready through career development activities throughout their student journey
- 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
- actively promote student roles, internship opportunities and placements at Ara to Pacific students
- build networks of Pacific students, stakeholders, graduates and the business community to support current and prospective Pacific students by acting as role models or mentors
- engage with the wider employment community to increase employment opportunities for Pacific graduates
- strengthen links with the graduate community to provide continued opportunities for networking and learning, and to create opportunities to support the next generation of Pacific students

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

Ara provides an environment where Pacific staff can flourish. A strong Pacific workforce that is supported to participate and progress will provide a clear message to students of their value.

Kevaka mo veiliutaki, mo qaseqase ka lewa matau; "If God has given you leadership ability; take the responsibility seriously."

Romans 12:8

Ara will:

- grow People and Culture capability to advocate and enable senior staff to ensure that employment processes are deliberately inclusive of Pacific applicants
- ensure that the HR process used to attract, and recruit staff is culturally responsive to Pacific people and an appropriate percentage of applicants result in successful appointments
- actively encourage and support the retention of Pacific staff, and increase leadership capacity through professional development
- identify, develop and mentor Pacific people for academic positions
- provide professional development for Pacific staff with the stated aim of enhancing their opportunities to progress within Ara
- increase the Pacific presence and voice in policy development and decision making
- support the Pacific staff network, including the provision of facilities and reasonable resources to meet in a culturally responsive way
- encourage managers to ensure staff have the resource and capacity to attend network meetings as well as other relevant Pacific fono
- engage and effectively participate in the Association of Pacific Staff in Tertiary Education APSTE and other Pacific organisations
- grow the connection between the Pacific Advisory Group (PAG) and the Pacific staff network



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 Diana Law - Ara staff rep

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Pacific Advisory Group (PAG)

Patricia Siataga - Chair of PAG/ Samoa rep
 Sua Tauti - Deputy Chair of PAG/ Ara staff rep
 Karen Te Puke - Deputy Chief Executive - Customer
 Experience and Engagement
 Siatua Evalu - MOE member or (Ministry of Education)
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