

*New Zealand Police
Pasifika Strategy*


O Le Taeao Fou: Dawn of a New Day



NEW ZEALAND
POLICE
Ngā Pirihimana o Aotearoa

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***Police is committed
to working towards
equitable and
responsive change
and outcomes for
the success
Pasifika people
expect and
deserve.***

1.0 Introduction

1.1 History of O Le Taeao Fou: Dawn of a new day - Pasifika National Strategy

In partnership with the Commissioner's National Pasifika Advisory Forum, O Le Taeao Fou was first published in 2018 to guide New Zealand Police (Police) to work better with, and for, New Zealand's Pasifika communities. The strategy reinforced the innovative approach already undertaken by Pacific Liaison Officers in building and cementing authentic partnerships with Pasifika peoples and addressing the needs and inequities of the community and across Police.

O Le Taeao Fou identified challenges faced by Pasifika peoples and opportunities for Police to undertake a suite of actions, in partnership with Pasifika communities, Pasifika partner agencies and Pasifika non-government organisations (NGOs).

The original intent of O Le Taeao Fou was to set the expectation that:

1. Police and Pasifika communities will work together to prevent and address crime and victimisation within New Zealand.
2. Police will continue to develop the capacity and capability of Police staff to confidently and positively engage with Pasifika communities.

The refreshed O Le Taeao Fou maintains the intent outlined above while extending its scope to align with 'Our Business' and focus on key priority areas identified by the Commissioner's National Pasifika Advisory Forum. This is supported by information gathered by Police from local Pasifika communities and Pasifika staff.

Through the implementation of O Le Taeao Fou, Police will be enabled to successfully deliver on 'Our Business' and will continue to improve and challenge ourselves, and each other, to work towards better, sustainable, and tangible outcomes for Pasifika communities and their wellbeing.

1.2 The journey ahead

Pasifika peoples are the navigators setting the direction for future generations, leading innovation and change within New Zealand, Pasifika regions, and the world.

Since the introduction of O Le Taeao Fou, Police can look back on the accomplishments we've achieved, such as the increased number of Pasifika staff and the strengthening of relationships with Pasifika communities. The refreshed approach for O Le Taeao Fou represents a new season of growth to further improve and strengthen the way Police can support and make a difference for and with Pasifika peoples.



Our PRIMED values (below) underpin everything we do to ensure we have meaningful impact, relationships and outcomes for and with Pasifika peoples in New Zealand. Values are fundamental beliefs/principles that influence attitudes and behaviours, and in most cases interconnect through their significance, understanding and context. To ensure our work is relevant and fit-for-purpose for Pasifika peoples, we need to link the core PRIMED values and Pasifika-specific values to better connect with Pasifika communities across the country. There are specific cultural values that unite and resonate across Pasifika Island nations. These values and principles are an integral part of who Pasifika peoples are; they drive and influence change and capture the essence of how Pasifika peoples act and make decisions.

For Police to be responsive and transformative in the way we work and act, we must look at how Police's PRIMED values align with Pasifika values when working with, and for, Pasifika communities. These values underpin this strategy and identify what is inherently important to Pasifika communities when implementing O Le Tao Fou.

The following gives examples of what PRIMED looks like within a Pasifika context:

Police's PRIMED values	How these values are reflected in a Pasifika context
Professionalism	<ul style="list-style-type: none">» Reflecting the utmost respect across all levels of engagement and recognise the value of relationships where everyone is treated fairly.» Respecting cultural practices and protocols by understanding use of appropriate language, etiquette, attire and acknowledgement of elders and significant roles of status i.e., chief titles.» Delivering ethical practices and boundaries for the betterment of the family and community.
Respect	<ul style="list-style-type: none">» As a foundation stone of Pasifika culture, respect is deeply rooted as a way of life.» Pasifika cultures emphasise respect as expected behaviour particularly towards elders, parents, women, children, and people in positions of authority.
Integrity	<ul style="list-style-type: none">» Integrity shapes Pasifika beliefs, values and worldviews. Integrity is demonstrating honour and trust by working in purposeful ways for the betterment of others.» Pasifika cultures demonstrate integrity in their everyday actions by acting honestly and truthfully.
Commitment to Māori and The Treaty	<ul style="list-style-type: none">» Pasifika acknowledges Te Tiriti as the foundation relationship document between tangata whenua and the Crown.» Pasifika communities have a relationship with Māori as their Tuakana which existed prior to Te Tiriti. Pasifika communities affirm the unique relationship between Pasifika and Māori within New Zealand, and the shared ancestral and migration history of Tagata Moana/Pasifika (collective Pasifika people).
Empathy	<ul style="list-style-type: none">» Pasifika cultures demonstrate empathy by appreciating and being non-judgmental of peoples' experiences.» Empathy is expressed by Pasifika cultures in the tone of voice, body language, and in how Pasifika cultures greet, apologise, heal, affirm, console, farewell and forgive.» Empathy is multi-dimensional, reciprocal and guides approaches in all relationships with individuals, families and communities.» Empathy within a Pasifika context places a duty of care for others and for oneself. It is often seen as the thread that enables all other values to be sustained and to thrive.
Valuing Diversity	<ul style="list-style-type: none">» Each Pasifika nation and people are different and unique.» It is important to recognise that status, authority, tradition, obligations and power structures are different for each group whilst acknowledging the similarities that also exist amongst Pasifika cultures.» Diversity recognises the differing uniqueness and value Pasifika peoples encompass and bring. There is diversity within Pasifika peoples through having mixed ethnicity, being New Zealand-born, those not born in New Zealand, and intergenerational diversity. Such diversity provides a multitude of unique Pasifika worldviews.

1.3 Who are Pasifika peoples?

'Pasifika peoples' is a collective term used to encompass the diverse cultures of people from across the Pacific ocean. The term does not imply Pasifika unity and homogeneity. Pasifika peoples began migrating to New Zealand over a 100 years ago. With over half the population in New Zealand under the age of 30, Pasifika peoples are the fastest growing youth population.¹

It is important to recognise that status, authority, tradition, obligations and power structures are different and unique within and between each Pasifika nation. Although each nation is distinctive in its own right, there are unique commonalities that weave Pasifika peoples together through shared experiences, fundamental core values and historical, social and familial connections.

Diversity across Pasifika peoples includes cultural, racial, religion, age, gender, sexual orientation, education, disability and rural-urban locations.

Pasifika peoples navigate through an array of challenges, such as rapid social change, global pandemics, natural disasters, as well as facing inter-generational and cultural transformation constantly. While these challenges can be disruptive and create uncertainty, Pasifika people have also shown themselves to be adaptable and resilient.

Across Pasifika cultures, there is a universal belief that Pasifika peoples are connected to everything around them. Amongst some Pasifika cultures, such as Sāmoan and Tongan, there is the concept of *vā*² or *tauhi vā*. *Vā* refers to "the space between" and when it comes to relationships between people, the *vā* refers to the relational space that connects us together. The practice of building, strengthening and nurturing the *vā* is significant for Pasifika peoples as it allows for the "nurturing of the relationship between the physical, spiritual, cultural dimensions of Pasifika peoples".³

1.4 Relationship between Pasifika Peoples and Māori

In the New Zealand context, Pasifika peoples are *Tangata Tiriti* and in a relationship with Māori as *Tangata Whenua*. The unique relationship between Pasifika peoples and Māori is embedded through history, *whakapapa* connections, kinship links and shared values, which predates the signing of *Te Tiriti o Waitangi* (*Te Tiriti*). Pasifika peoples place great importance on the sacred relationship with Māori and acknowledge these historical connections as *tuakana* and *whanaungatanga* to each other.

Pasifika peoples acknowledge, support and respect *Te Tiriti* as the foundation for their relationship with *tangata whenua* and recognise the *tangata whenua* status of Māori and their right to exercise *rangatiratanga*.


These rich historical ties have resulted in shared experiences and mutual support for indigenous and Pasifika issues of significance including, and not limited to, the Dawn Raids in the 1970s and *Te Reo Māori* movements.

1.5 Relationship between Pasifika peoples and Police

Pasifika peoples and Police work alongside one another to respond to the needs of Pasifika communities, supporting them to thrive and reach their full potential. Police have been committed to working towards equitable and responsive change and outcomes for the success Pasifika people expect and deserve.

However, Police has traditionally had a fraught relationship with Pasifika peoples. Pasifika peoples have been disproportionately affected by the justice system, while Police staffing has not reflected the number of Pasifika peoples within the general population. The 1970s Dawn Raids is a significant part of New Zealand history that has had an enduring impact on Pasifika communities. It was during this period when the relationship between Pasifika peoples and Police became fractured, where 'dawn raids' on the homes, churches and workplaces of alleged Pasifika Island 'overstayers' were regrettably carried out.

In 2021, a formal apology from the Prime Minister was made on behalf of the New Zealand Government, including Police. Although the past cannot be changed, it is through *O Le Taeao Fou* that Police can demonstrate our wholehearted commitment to improving and strengthening our responsiveness to, and relationships with, Pasifika communities.



With over half the population in New Zealand under the age of 30, Pasifika peoples are the fastest growing youth population







Pasifika communities currently
make up approximately

9%

of the total population



2.0 O Le Taeao Fou Priorities

The nine priorities within the O Le Taeao Fou strategy reflect Police's commitment to working with, and for, Pasifika peoples to reduce offending, reoffending, and victimisation. The priorities below will allow Police to identify the drivers of demand and the needs that are important to Pasifika communities.

The O Le Taeao Fou priority areas for Police have been identified and shaped from the insights provided by:

- The Commissioner's Pacific Advisory Forum
- Pasifika communities across New Zealand
- Police Senior Pasifika staff, and
- The National Intelligence Centre's (NIC) Knowledge Profile report: The impact of harm and victimisation on Pacific communities in New Zealand.

2.1 Pasifika Capability & Capacity: Uplifting the capability of our people

2.1.1 Strategy Priority 1: Increase Pasifika representation within Police

To help foster trust, confidence and to promote a diversity of views, it is important for the public to see themselves reflected in Police. The NIC Knowledge Profile Report identifies that Pasifika peoples have been shown to be more comfortable and interactive when engaging with Pasifika Police Officers who understand, look and talk like their communities. Police need to have more focused and targeted recruitment efforts to ensure we are reflecting and representing the communities we serve to achieve the desired impact. The appointment of specialist Pacific Liaison Officers within every district across New Zealand will allow for successful engagement opportunities with Pasifika communities to significantly uplift trust and confidence.

2.1.2 Strategy Priority 2: Provide Pasifika staff with career, promotion, and leadership opportunities

Police need to develop and implement clear professional development pathways for staff to grow within their chosen careers and roles, as well as providing them with opportunities to progress into decision-making and leadership roles across Police. This includes a focus on elevating Pasifika women who are currently underrepresented in Police leadership roles.

It is important to acknowledge the invaluable need for Pasifika worldviews, lived experience, as well as Pasifika language capabilities to be reflected across the different levels in Police. This will not only ensure a stronger Pasifika voice at senior leadership levels, but also provide a career pathway that recognises the uniqueness and value Pasifika staff can add to Police, leading to increased recruitment, representation and retention. Adequate training and resources for all Police staff should be accessible and implemented to grow and strengthen appropriate skillsets.



2.1.3 Strategy Priority 3: Enable all Police staff to better work with, and for, Pasifika people

Police recognise the importance of enabling and empowering staff to engage with Pasifika communities in their day-to-day interactions and engagement. By utilising appropriate cultural training, as well as other engagement tools such as interpreting services and education resources, Police can increase the cultural capability and confidence of all staff when engaging with Pasifika communities. Organisation leaders should provide the opportunities for staff and teams to continue their cultural capability learning and development journeys for the various ranks within Police.

2.2 Pasifika Community Service Delivery: Working collaboratively and effectively to reduce offending and victimisation

2.2.1 Strategy Priority 4: Enhance processes and systems that collect, record and maintain data quality on Pasifika people

For a variety of factors, including the use of different Police systems and variable recording practices across Police, ethnicity data remains inconsistent and/or incomplete. For example, when recording a person's ethnicity, only one of ten ethnicity options can be selected using Police's national recording system, National Intelligence Application (NIA). Through improving the collection, recording and maintenance of data and by collaborating with other cross agency partners, Police will be able to better understand the needs, cultural barriers, and challenges experienced by Pasifika communities and how we can best respond. Better quantitative and qualitative data with the inclusion of Pasifika research methodologies will help Police understand the drivers of demand and the contributing factors to victimisation and crime harm in order to respond in a way that is culturally responsive.

2.2.2 Strategy Priority 5: Police are culturally responsive to Pasifika victims of crime by providing appropriate support and keeping victims informed

In 2022, Pasifika people accounted for 3.5 percent of victimisation overall. Although this may appear to be a relatively small percentage, it remains the third highest victimisation rate in New Zealand. Police are also aware that there is a likely high rate of underreporting of crime due to a number of factors including: victims being too ashamed to come forward, inwards focused reconciliation, lack of knowledge regarding appropriate reporting processes, and/or lack of connection with and trust in Police. To address these issues, sufficient training needs to be provided to upskill staff in culturally responsive policing. To do this, Police will need strong partnerships with Pasifika communities and agencies to identify victim support needs and to be able to provide it in a culturally responsive way that best supports victims and encourages them to engage with Police.

2.2.3 Strategy Priority 6: Police work with Pasifika people to address the issues that lead to first-time and repeat offending

Currently, the most common and consistent types of offending relating to Pasifika peoples include traffic and vehicle related offences, and acts intended to cause injury. These offences are mostly linked to licensing, drink driving, and family harm. Police are also observing an increase in youth related crime, recruitment of Pasifika youth into gangs and gang activity, and an increase in crimes of opportunity. This highlights the importance of building strong partnerships with relevant external government agencies, Pasifika community agencies, and Pasifika communities to develop holistic responses and implement targeted initiatives.

Police also recognise the importance of reflecting Pasifika values across these initiatives to better respond to the needs of Pasifika peoples. This includes ensuring our initiatives are underpinned by the Pasifika value of family and are supportive of the collective family and community unit, achieving long-term changes and positive outcomes within the communities.

2.2.4 Strategy Priority 7: Work in collaboration with government and Pasifika community agencies e.g., working towards reducing systemic bias towards Pasifika people⁴

To make a difference and an impact within our communities, Police will need to work collaboratively with cross agency partners to achieve consistent, long-term and achievable outcomes to improve the wellbeing of Pasifika communities. Police are one of many organisations that are responsible for implementing positive change in how government agencies collectively and unitedly develop initiatives that aim to uplift Pasifika communities. This can include initiatives that aim to provide Pasifika peoples with equitable outcomes, such as better education and career opportunities and reducing systemic bias. Police must continue to strengthen the ways we work collaboratively with other government agencies to deliver the services Pasifika people expect and deserve.

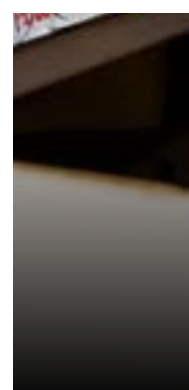
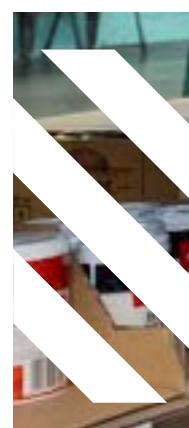
2.3 Pasifika Partnership & Engagement: Focused police effort and working with others to achieve better outcomes

2.3.1 Strategy Priority 8: Create and maintain equitable partnerships with community providers to improve long-term wellbeing for Pasifika people

Police will need to build and maintain meaningful relationships and partnerships with non-government organisations (NGOs) and community providers to strengthen our collaborative approach to addressing mutual areas of concern for Pasifika peoples. Through connecting effectively with community providers, Police will gain a deeper understanding of the current trends, issues and needs faced by Pasifika communities. Police should seek to understand how to best support our partners that are aiming to uplift the long-term wellbeing of the Pasifika communities. These partnerships will allow Police to have better visibility over any areas of concern that our communities are facing and provide an opportunity for Police to respond more effectively using a proactive approach to influence offending and victimisation outcomes.

2.3.2 Strategy Priority 9: Partner with Pasifika communities to support community-led approaches and improve prevention and intervention initiatives

Police acknowledges and recognises the important role which communities play and the need for Police to work in partnership with Pasifika peoples on community-led approaches. The establishment of formal relationships between Police and Pasifika communities across all districts is essential for partnerships to take shape and grow. This approach enables Pasifika communities to take the lead in designing and developing solutions that are fit-for-purpose and support them to thrive.





37.8%

of Pasifika peoples speak two or more languages







“Police acknowledges and recognises the important role which communities play and the need for Police to work in partnership with Pasifika peoples on community-led approaches.”



3.0 *Turning O Le Taeao Fou into action*

The following section provides guidance to build and deliver localised action plans, providing the opportunity to engage with Pasifika communities to ensure our policing response and engagement delivers to and meets Pasifika service needs.

At a National, District and Area level, action plans are vital to the implementation of O Le Taeao Fou and are a mechanism to direct focused efforts and provide regular reporting on initiatives, activities and approaches identified to address the priorities within this strategy.

Under the pillars of 'Our Business', the following tables provide guidance and understanding on how staff can best deliver and respond to what is required against the service needs and challenges expressed by Pasifika communities, and the priorities outlined in O Le Taeao Fou.





3.1 Pasifika Capability & Capacity

Uplifting the capability of our people

Strategy purpose: Fair and equitable outcomes and service delivery for Pasifika peoples

	Why is it important?	What will we do?	We will have succeeded when:
Strategic Priority 1: Increase Pasifika representation	<ul style="list-style-type: none">Increasing diversity within Police enables better relationships, connections and understanding of Pasifika communities.Enables police to reflect Pasifika communities which uplifts trust and confidence.	<ul style="list-style-type: none">Targeted national and local recruitment campaigns that are tailored to Pasifika communities.National Pacific Engagement team works with Royal New Zealand Police College and districts to increase and support cultural capacity and capability across Police.Regular engagement between the National Pacific Engagement team and district engagement teams to share knowledge and contribute to the uplift of the cultural capability of staff.	<ul style="list-style-type: none">Police population is better reflective of Pasifika communities.There is minimum of one Pacific Liaison Officer (PLO) for every district across New Zealand.
Strategic Priority 2: Provide Pasifika staff with career, promotion, and leadership opportunities	<ul style="list-style-type: none">Having sufficient Pasifika representation across all levels of the business ensures the needs, voice and perspective of Pasifika peoples is at the forefront of Police service delivery.	<ul style="list-style-type: none">Career, promotion and leadership opportunities to ensure Pasifika staff are valued, recognised and acknowledged to keep retention of Pasifika staff through their Police journey.Connect with Pasifika staff within districts by having and supporting internal support networks and creating the space and opportunity for wellbeing checks.Tailored approaches and opportunities to empower and grow Pasifika women into further career opportunities within Police, including leadership and decision-making roles.	<ul style="list-style-type: none">Police see an increase in retention and recruitment of Pasifika staff across all districts.There is Pasifika representation reflected across senior leadership and decision-making positions, including internal governance groups and boards.
Strategic Priority 3: Enable all Police staff to better work with and for Pasifika people	<ul style="list-style-type: none">Strengthening cultural confidence and capability across Police allows staff to engage and build/maintain stronger relationships with Pasifika communities.Police will better understand Pasifika peoples and identify what is important to Pasifika communities.	<ul style="list-style-type: none">Cultural competence and language training courses/initiatives and development opportunities are provided to staff to increase and recognise Pasifika cultural understanding.Districts provide focused Pasifika learning and development opportunities within their own professional development programmes.All Police staff are equipped with resources and tools to uplift their cultural confidence and capability.Regular engagement between the National Pacific Engagement team and district engagement teams to share knowledge and contribute to the uplift of the cultural capability of staff.Actively support districts to improve and enhance engagement with their Pasifika communities to build and improve relationships, leading to partnerships to improve wellbeing.	<ul style="list-style-type: none">Police staff feel enabled, equipped and confident to engage and interact with Pasifika communities.Police have a deeper understanding of pressing issues and needs faced by Pasifika communities and respond accordingly.Pasifika communities have the trust and confidence in Police to feel safe and be safe.

3.2 Pasifika Community Service Delivery:

Working collaboratively and effectively to reduce offending and victimisation

	Why is it important?	What will we do?	We will have succeeded when:
Strategic priority 4: Enhance processes and systems that collect, record and maintain data quality on Pasifika people.	<ul style="list-style-type: none"> Current data is not an accurate indicator of current offending behaviour and victimisations. Police need reliable and sufficient data to ensure we're capturing an accurate picture of current offending behaviour and victimisations to enable better Police service delivery for Pasifika peoples. 	<ul style="list-style-type: none"> Ensure better and accurate recording and reporting of ethnicity data. Update details as soon as they become known. Reliable analysis on specific crime data unique to each District. Make data more accessible to Pasifika communities through proactive release of data and sharing with communities via Police advisory groups and community meetings. Address ethnic data quality and quantity issues by improving staff understanding of ethnicity data and how to capture this sufficiently. Equipping staff with tools to enable better ways of engaging with communities to be able to capture better data. Developing partnership databases that capture current relationships and district specific contacts. 	<ul style="list-style-type: none"> Police reflect an ongoing improvement of recording and maintaining credible data on Pasifika peoples. The breakdown of Pasifika and other ethnicities reflects the overall diversity of Pasifika peoples. Police better understand the needs, cultural barriers, and challenges faced by Pasifika communities when dealing with data collection, recording and sharing. Pasifika communities have the trust and confidence in Police to share and access accurate data.
Priority 5: Police are culturally responsive to Pasifika victims of crime by providing appropriate support and keeping victims informed.	<ul style="list-style-type: none"> To foster increased trust and confidence in Police and provide better wrap-around support for victims. 	<ul style="list-style-type: none"> Work with Victim Support agencies to deliver better victim-centric services. Provide culturally appropriate and responsive training to all staff to uplift their capability and understanding. Identify, develop and implement targeted support systems for victims to help address the shame and stigma of not reporting incidents. Develop and implement processes that ensure that Pasifika victims are kept informed throughout the entirety of the process. Work in partnership with government and Pasifika community providers to address and respond to current-day issues including family harm and vehicle/driver licensing offences. 	<ul style="list-style-type: none"> Police have strong lasting partnerships with Pasifika community agencies. Police gain the trust and connection with Pasifika victims who feel safe to come forward and engage with Police. Pasifika peoples are equipped and confident with the knowledge and understanding of the appropriate reporting processes and methods.
Priority 6: Police work with Pasifika people to address the issues that lead to first-time and repeat offending.	<ul style="list-style-type: none"> A breadth of services are available to address the drivers of demand specific to Pasifika peoples. Culturally appropriate and tailored resolutions that address the needs of Pasifika peoples. 	<ul style="list-style-type: none"> Identify the underlying drivers of offending and ensure referrals are made to appropriate services to address these issues. Using evidence-based approaches to resolve issues in a way that reduces the risk of reoffending. 	<ul style="list-style-type: none"> Decrease in revictimisation and repeat offending numbers.

3.3 Pasifika Partnership & Engagement:

Focused police effort and working with others to achieve better outcomes

	Why is it important?	What will we do?	We will have succeeded when:
Priority 7: Work in collaboration with government and Pasifika community agencies e.g., working towards reducing systemic bias towards Pasifika people.	<ul style="list-style-type: none"> Mutually beneficial and strong partnerships achieve effective, successful and long-term outcomes to improve the wellbeing of Pasifika communities. 	<ul style="list-style-type: none"> Partner with government agencies on government-wide initiatives that impact Pasifika peoples. Establish Pacific Advisory Boards or other alternative mechanisms across all districts in New Zealand. Build strong relationships with local government and non-government organisation representatives to deliver effective services for Pasifika migrants, including Pasifika Registered Seasonal Employment workers. 	<ul style="list-style-type: none"> Police have strong partnerships with government and Pasifika community agencies to ensure the needs of Pasifika communities are collaboratively met. Pacific Advisory Boards or alternative Pacific contribution mechanisms are established across every district. Systemic bias towards Pasifika peoples is reduced.
Priority 8: Create and maintain equitable partnerships with community providers to improve long-term wellbeing for Pasifika people.	<ul style="list-style-type: none"> Effective partnerships between Police and community providers will help to develop initiatives that best respond and meet the needs of Pasifika peoples. 	<ul style="list-style-type: none"> Collaborate with cross-sector agencies to provide alternative forms of resolution and support delivering better outcomes for Pasifika peoples. Develop memoranda of understanding between Police and cross-sector agencies where appropriate to help in uplifting the wellbeing of Pasifika peoples. Work with Pasifika community providers and non-government organisations to help them deliver services that prevent Pasifika peoples from entering the justice system. Engage with Pasifika agencies, providers, organisations and Pasifika communities to better identify and respond to Pasifika wellbeing outcomes, including aligning with the All of Government Pasifika Wellbeing Strategy. 	<ul style="list-style-type: none"> Police and Pasifika communities have strong partnerships. Pasifika communities feel valued, heard, and that their needs are being met by Police.
Priority 9: Partner with Pasifika communities to support community-led approaches and improve prevention and intervention initiatives.	<ul style="list-style-type: none"> Pasifika community-led initiatives lead to successful and sustainable solutions and outcomes. 	<ul style="list-style-type: none"> Engage with Pasifika communities across New Zealand to determine impactful solutions to the needs and challenges faced by Pasifika communities. 	<ul style="list-style-type: none"> Pasifika communities feel empowered to lead their own solutions that respond to their fundamental needs.

Woven into our communities



The core design story features the 'Turning of the tide' koru mark. This pattern represents New Zealand Police's (Police) vision of ensuring Pasifika are represented in all areas of Police to ensure a strong partnership for better community outcomes.

The pattern is based on traditional weaving – a common art form renowned throughout the many Pacific cultures. Weaving has been practised for many generations to produce an array of treasures that culturally serve a variety of purposes.

As a design concept, this pattern demonstrates how elements are interdependent whilst also being interconnected.



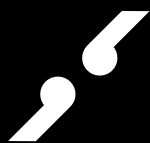
The left half of the pattern

This element represents Pasifika peoples in Aotearoa. The weave here illustrates the coming together of the many Pasifika peoples and their respective journeys in the land of the long white cloud.



The right half of the pattern

This element represents the coming together of Pasifika peoples within the Police, leading the engagement and partnership for the wider Police with Pasifika peoples in Aotearoa.



The two koru in the centre

The opposing koru in the centre represent the communities collectively engaging with the Police, woven in partnership. The bottom koru is a representation of the Police's unified commitment to strengthen and empower Pasifika peoples. The top koru signifies Pasifika peoples collectively engaging with the Police.







***New Zealand Police
Pasifika Strategy***

***O Le Taeao Fou:
Dawn of a
New Day***



NEW ZEALAND
POLICE
Ngā Pirihimana o Aotearoa



Te Kāwanatanga o Aotearoa
New Zealand Government

