

# **RESOLUTION INSTITUTE PASIFIKA NETWORK (RIPN)**

## **Terms of Reference November 2020**

### **Mission statement**

The Resolution Institute Pasifika Network (RIPN) is committed to improving the visibility, accessibility, appropriateness and cultural relevance of mediation for Pasifika peoples. RIPN will grow and support Pasifika mediators to model best practice, to voice a Pasifika perspective on important issues affecting the mediation community, and to share their expertise, experience and knowledge with the Resolution Institute members.

### **Background**

'Pasifika' is a term used to describe a dynamic and diverse group of people living in New Zealand who migrated from the Pacific islands or who identify with the Pacific islands because of ancestry or heritage. Pacific island countries and territories have distinct populations with diverse political structures, history, socio-economic status, language and culture. Within each island group there is great variation in terms of demographic characteristics, migratory experiences and socio-cultural belief systems and practices.

Pasifika people in Aotearoa New Zealand are a rapidly growing and changing population. From a small immigrant community, the Pasifika population has grown, through migration and natural increase, into a population of considerable size and social significance. The 2018 Census recorded a total of 381,642 people from over thirty distinct Pasifika groups living in New Zealand. The majority (243,966 people or 64 per cent) lived in Auckland.

Mediations now form a large part of the dispute resolution landscape in NZ through legislative mandate, judicial direction and encouraged voluntary participation, and Pasifika people are increasingly accessing mediation services in tenancy, family law and employment law contexts. However, they are still

underrepresented in some areas where statutory mediation services are provided. To encourage the use of mediation services, the services need to be responsive to the needs of Pasifika people and their families and processes must be culturally appropriate.

## **Purpose**

The RIPN was established to address the absence of a structured Pasifika presence in the mediation arena and to allow the Resolution Institute to draw upon the experience and knowledge of Pasifika mediators to address the issues above. The RIPN is intended to promote exchanges between Pasifika mediators practicing in different fields and regions and the Resolution Institute, linking mainstream mediation practice with best practice and cultural competency from a Pasifika perspective. The RIPN aims to support the generation and dissemination of Pasifika knowledge for non-Pasifika mediators, and to support Pasifika mediators to incorporate their cultural values and perspectives into their own practice in an intentional way. Using the Pasifika value of the collective, the RIPN will work together to:

- connect with and draw together the wider Pasifika mediator network
- provide mentoring support, supervision and coaching to Pasifika mediators
- incorporate the concepts of talanoa/soalaupule (appropriate words in other pasifika languages) where appropriate in mediations
- facilitate and encourage Resolution Institute members to acknowledge and draw on the Pasifika culturally appropriate worldview in mediations involving tagata pasifika
- increase the number of Pasifika mediators gaining Resolution Institute accreditation
- be available where advice is sought to contribute a Pasifika view in Professional development and training
- develop educational resources and provide advice to ensure the mediation process is relevant to, and able to cater for, the needs and differences of Pasifika clients. This includes;
  - developing guidance and providing cultural supervision to non-Pasifika mediators when mediating with Pasifika peoples; and
  - developing educational resources to inform the Pasifika community about mediation

- to advise the Resolution Institute on issues pertaining to Pasifika communities and Pasifika mediators and mediation practice in accordance with its strategic plan

### **Resolution Institute Pasifika Network Foundation Members**

- **Muaausa Pele Walker**  
National Manager Dispute Resolution, Employment MBIE, (previously Chief Mediator, New Zealand Human Rights Commission)
- **Rosaline Fuata’i**  
Barrister, Mediator, District Inspector Mental Health (Auckland and Northland)
- **Fia Turner**  
Academic Research Lecturer, Counsellor, Clinical/Cultural Supervisor and trained Mediator
- **Dorothy Alofivae**  
Lawyer, Mediator, FDR, RJ Facilitator and Assessor, Adjudication
- **Michael Ligaliga**  
Conflict resolution and Peace building, Mediator, Lecturer for Te Tumu (Otago University Research into Māori, Pacific and Indigenous Studies)
- **Soane Foliaki**  
Senior Solicitor and trained Mediator, Community Law South Auckland
- **Amituanai Puni Leota**  
Principal Mediator, Housing and Tenancy Services, MBIE
- **Efi Efaraimo**  
Solicitor, Mediator and Legal Educator, Community Law South Auckland
- **Helena Kaho**  
Lawyer, Employment Mediator MBIE, Referee - Disputes Tribunal
- **Mele Tuilotolava**  
Barrister and trained mediator

### **Membership requirements**

RIPN Members must be accredited through the Resolution Institute and hold a current membership. From time to time, the RIPN may invite Pasifika mediators who are not RI-members to participate special activities.

**Meetings**

RIPN meetings shall be held monthly and chaired responsibilities shared by members. Minutes shall be taken at each meeting and distributed to members within a reasonable time following the meeting.

**Quorum**

At any meeting, the quorum required to pass a resolution shall be half the number of members if the number is even, and a majority vote if the number of members is odd.