



Annual Te Aorerekura Hui Report 2023

Ako tahi | Learning together



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E tio te tūi, e ketekete te kākā, e korihi te kōkako
It takes many instruments to make a symphony

Ministerial Foreword

Tēnā koutou katoa

Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence (Te Aorerekura) belongs to us all. But what does this really mean?

It means that not one group of people can on their own eliminate family violence and sexual violence in Aotearoa. Te Aorerekura is a 25-year National Strategy which requires a range of groups and communities, with diverse experience and knowledge, to work together to support all people to live free from family violence and sexual violence.

The second Annual Te Aorerekura Hui was an important opportunity to learn, reflect, share and connect. In a room filled with representatives from government, tangata whenua, specialist sectors and communities, the diversity of experiences made for rich and inspiring kōrero.

The agenda was shaped by the expressed desire to hear directly from community voices, and the day was designed to be as accessible as possible. I was humbled to sit in a room surrounded by 230 others, and see more than 300 people online, all with a shared kaupapa at heart.

A major highlight for me was hearing from each of the community representatives during the panel sessions. The panellists discussed the successes, lessons learnt and the challenges they face in this mahi, bringing a focus to the elements of Te Tokotoru –

strengthening, responding and healing. As the Minister for the Prevention of Family and Sexual Violence, the insights gained from these conversations were invaluable.

The themes that emerged from the Hui included: the importance of strengthening workforces, the value of shared learning and relationships with communities, and hearing the voices of children and young people.

In the following pages, Te Puna Aonui reports on the themes from the Hui, the feedback we received from participants, and how this information will contribute to developing the second Te Aorerekura Action Plan and the Investment Plan.

I am immensely grateful to everyone who spoke on the day, to all the participants who completed the survey at registration, and to everyone who asked questions and shared their views through SLIDO, the suggestion boxes or the video booth. I also thank all those who contributed to the delivery and facilitation of the Hui.

Using our collective power and building a collaborative approach across government and with communities will allow us to create strong families, whānau and communities free from violence.





Executive Summary

Te Aorerekura is the 25-year National Strategy setting out a new collective path for government, tangata whenua, specialist sectors and communities to eliminate family violence and sexual violence. Te Aorerekura gives effect to Te Tiriti O Waitangi by identifying the distinctive roles that Te Ao Māori, tangata whenua and the Government have in transforming the system and the responses to family violence and sexual violence. Te Aorerekura signals an intergenerational journey towards wellbeing by developing a system that learns, so that new data, research and evidence can be shared and built on to improve practice. This learning will be supported by strengthened relationships, including regular opportunities to come together to discuss and learn.

On 14 June 2023, the second Annual Te Aorerekura Hui was held. The Hui theme was *Ako tahi: Learning together*, with a focus on how we learn and work together and monitor progress towards the moemoeā or vision of the National Strategy. The Hui delivered on Action 9 of the Action Plan and acts as one of the accountability mechanisms for achieving Te Aorerekura. It brought together government, tangata whenua, communities and specialist sectors to take stock of progress, share lessons and experiences, and shape next steps.



In response to feedback from sector stakeholders, this Hui prioritised community and specialist sector voices, experiences and knowledge, with 230 in-person attendees and more than 380 people online. There were three community panels focused on the elements of Te Tokotoru: strengthening, responding and healing. Each involved panellists from a range of sector and community groups, and each was followed by reflections from Te Puna Aonui Chief Executives. Key themes from the Hui kōrero were the importance of strengthening workforces, shared learning and relationships with communities, and amplifying the voices of children and young people.

The Hui brought together Ministers, Te Puna Aonui Chief Executives and Deputy Chief Executives, and representatives from tangata whenua, specialist sectors, an array of communities and government to build relationships and weave knowledge.

Prior to the Hui, Te Puna Aonui agencies created videos to update communities on progress across all Te Aorerekura actions. These videos are an important tool that demonstrate Te Puna Aonui agencies' commitment and progress to deliver the first Te Aorerekura Action Plan. You can find the video updates on our [youtube.com/@TePunaAonui/playlists](https://www.youtube.com/@TePunaAonui/playlists) and a report on progress on www.tepunaonui.govt.nz.

This report identifies the key themes and messages from the Hui, documents the meaningful kōrero and will help to inform the development of the Investment Plan and the second Te Aorerekura Action Plan. You can find a copy of the [2023 Hui programme here](#). The report also builds on the lessons from the first Annual Hui and represents an enduring commitment from government to engage with and recognise the importance of tangata whenua, communities, and the family violence and sexual violence sectors.

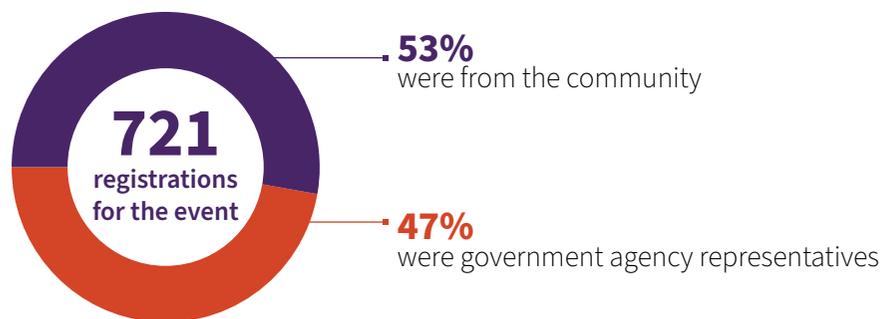
Annual Te Aorerekura Hui 2023

Ako tahi | Learning together

Te Puna Aonui – the Joint Venture for the Elimination of Family Violence and Sexual Violence hosted the second Annual Hui on 24 June 2023. The theme for the 2023 Hui was *Ako tahi: Learning together*.

The Hui brought together a wide range of people involved in the moemoeā of Te Aorerekura

THERE WERE



721

People registered

Breaking down the numbers

212

people registered to attend in person

122 from the community
90 from government

509

people registered to attend online

263 from the community
246 from government

Key themes emerged in the 2023 Hui

Across the Hui sessions, the common themes can be summarised as:

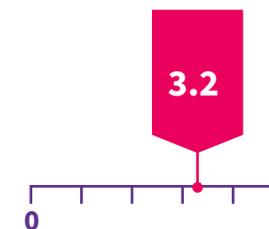


Te Aorerekura sets a pathway

Participants were asked to indicate whether they agree that:

“Te Aorerekura sets a pathway for how tangata whenua, communities, the specialist sectors and government can work together to eliminate family violence and sexual violence over a generation”.

On a scale from 1 (strongly disagree) to 5 (strongly agree).





Theme **Strengthening workforces**

Providing appropriate, tailored responses to preventing violence requires a skilled and sustainable workforce. A common thread throughout the Hui was the importance of supporting the many workforces with a role in this mahi, through funding, upskilling and wellbeing support.

In a survey prior to the Hui, many respondents identified tailored, safe, equitable and integrated service responses as the most urgent next step to deliver the greatest impact for Aotearoa New Zealand by changing people's experience of family violence and sexual violence.

Throughout the Hui, participants commented on the challenges and opportunities facing the workforces now and into the future. The aging nature of the family violence and sexual violence specialist workforce was also highlighted as an issue that will become increasingly visible in the future. Participants commented that entering this workforce needs to be a viable and appealing career pathway, with greater career development opportunities, such as qualifications and scholarships. Daniella Oakes (Te Ahi Kaa) spoke of the importance of recognising and validating the skills of kaimahi. This was also reflected online through the SLIDO engagement tool used at the Hui, with a participant commenting, "Kaimahi investment and wellbeing are vital for workforce development and supporting workers in challenging fields".

Investing in kaimahi wellbeing

Speakers at the Hui discussed, through sharing their own stories, the importance of investing in kaimahi welfare and wellbeing. Many participants spoke of the tough nature of working in the family violence and sexual violence sectors and noted staff wellbeing as essential to ensuring a fully engaged workforce. Poata Watene (Pou Whakarae, ki Tuu Oho Mai) touched on the importance of listening to the kōrero of the workforce and having a clear understanding of staff needs, offering the example of giving one hour a week to kaimahi to choose an activity for their wellbeing.

Increasing tailored responses as part of upskilling the workforces

Many participants spoke of the importance of resourcing specialists and upskilling workforces to meet the needs of at-risk communities. The specific needs of tāngata whaikaha and disabled people were raised as an example of a wider lack of understanding across workforces. Participants noted that a greater understanding across the workforce of the nuances and needs of disabled people would lead to more positive outcomes. Antnz Burgess (Safeguarding Adults) noted that workforces and services need greater resourcing to expand capacity and to enable a tailored approach when working with tāngata whaikaha and disabled people. Antnz encouraged organisations to take the time to self-reflect on their approach and processes.

Similarly, the need for tailored service responses to children and young people affected by family violence and sexual violence was raised. Participants spoke of the need to understand the long-term implications of people's actions on children, and their future behaviour in seeking help. Maggy Tai-Rakena (START Healing) commented, "Tamariki and rangatahi services need to be designed for them, rather than fitting them into adult services as little adults." As part of enabling better responses, participants acknowledged the collective responsibility held by all to ensure that children feel safe and the need to amplify their voices to achieve better outcomes for them.

Enabling flexibility of responses through funding models

More broadly, participants spoke to the significant investment needed to upskill the workforces and enable tailored responses for communities. As part of this, participants highlighted the need for access to sustainable funding models. Through all sessions, panelists commented on how the COVID-19 experience had demonstrated that not only could high-trust, relational and flexible ways of working and funding be achieved, but also they could be done quickly and successfully, demonstrating the power of communities. As part of a panel, Emma Powell (Chief Executive, Te Puna Aonui) spoke to the value of greater innovation and flexibility in investment, noting more can be achieved by being bold and challenging our risk tolerance. Similarly, Antnz Burgess (Safeguarding Adults) touched on their experience of having flexibility in how funding could be used for the Enabling Good Lives prototype, noting that this flexibility was beneficial for families during COVID-19.

Agency videos created in support of the Hui, report on the work Te Puna Aonui agencies are doing to implement capability frameworks for their generalist workforces, to help workforces understand how to work in a trauma- and violence-informed way and how to recognise and respond to family violence and sexual violence.

“Mokopuna need to be heard, need to build trust and not be judged or ‘done to’. They have the solutions to their issues but need someone to walk their journey with them to unlock the direction they need to head in”

(SLIDO COMMENT ON CHILDREN’S VOICES SESSION).

“The most urgent step is for government agencies within Te Puna Aonui to lead the way in how the Crown works with the community in eliminating family violence and sexual violence from its respective policies, values and principles, but more importantly, ensuring its entire workforce is embodying those values and principles. This will allow the community, particularly tangata whenua to trust the Crown and its ability to provide a public service.”

(QUOTE FROM PRE-HUI REGISTRATION SURVEY)

To sum up

Hui participants discussed a range of complex challenges and opportunities to strengthen the family violence and sexual violence specialist workforces and related generalist workforces. Workforces need to be upskilled, resourced and supported to respond to diverse people and the wide range of needs they have. Responses need to be flexible and tailored to meet community needs, across all aspects of Te Tokotoru: strengthening, responding and healing. Workforces need to be given the capacity and capability to meet the needs of everyone impacted by violence.

Theme **Shared learning and relationships with communities**

Throughout the Hui, participants raised the importance of building trusting relationships, high-quality data and evidence, and partnering with communities. Communities are aware of what works best for them, and they want to be actively participating and involved in the implementation of Te Aorerekura. To continue the collective work, it is crucial that open, trustful and respectful relationships between government, specialist sectors, tangata whenua and communities continue to be built and sustained.

Sharing information and building trusting relationships

Hui panellists spoke of the importance of building enduring relationships and authentic partnership between government, tangata whenua, specialist sectors and communities. Participants emphasised the need to listen and learn from each other in a safe way that enables a more trustful and understanding environment. This is particularly relevant for communities that have reported harm from organisations and government agencies that are meant to provide help. For example, Ada Greig (Gender Minorities Aotearoa) noted that over 80 percent of transgender people reported that when they sought help from an organisation they were harmed.

During the Ministerial panel, Minister Davidson acknowledged that while significant change has occurred at a government level to bring collective agreement and effort to eliminate violence, "... it's still not filtering down to our whānau on the ground, that our whānau are still having to navigate the spaghetti lines of government."

Relationships with communities

Participants discussed community relationships as a key lever to delivering change as well as healing. For example, Pasefika Proud is a partnership with the Ministry of Social Development, Pacific communities and Pacific leaders. It has been running for 12 years and consists of a range of initiatives, including Nga Vaka which seeks to address family violence in eight Pacific communities.

Rachel Enosa (The Cause Collective) spoke to the importance of authentic relationships when discussing the aspirations of Pacific practitioners and communities, "Part of [this] is about agencies putting the resource and the power on the table and taking their hands off and encouraging and supporting and being quite intentional about assisting our Pacific communities to become self-determining in this space." Similarly, Imogen Stone (Dear Em) spoke to the importance of enabling strong relationships with young people, treating them as equals and valuing their leadership and voice.

Learning and monitoring our progress requires better data and evidence

Tracking our progress and growth towards the elimination of family violence and sexual violence requires information sharing, whether insights or data, to ensure we are all on track and learning together. Throughout the Hui, participants spoke to the challenge of the system recognising and valuing indigeneity, which makes it more difficult to mobilise communities. Participants called for high-quality data that depicts a true picture of the nature of family violence and sexual violence in communities.

Community members and government representatives also spoke of the usefulness of disaggregated data. Data should be, where possible, disaggregated by ethnicity, age, disability, sexual orientation, gender identity and region. Participants noted that people from a variety of different cultures, with unique lived experiences, strengths and challenges, are often grouped together into one homogenous category. Additionally, certain populations are left out entirely and/or grouped as “other” making them invisible. As a result, it is difficult to understand the requirements of specific groups.

“If we are talking about intergenerational violation that’s continued to be perpetrated, then we need to find intergenerational solutions and they don’t belong in a court system, and they don’t come from somebody else but the people of the whakapapa.”

(KIM ERIKSEN-DOWNES TE HAPORI ORA, COMMUNITY PANEL ON HEALING).



To sum up

It was clear throughout the Hui that safe, trusting relationships between tangata whenua, government, specialist sectors and communities are still in the early stages. Hui participants discussed the importance of ensuring strong community relationships, and the need to gather high quality data and insights which can better serve communities.

In Te Tokotoru, strengthening, responding and healing can come in many forms, including opportunities to lead and be heard on equal footing with those who conventionally hold power, such as government agency representatives and social service providers.

Theme **Amplifying the voices of children and young people**

A common thread through the Hui was the need for all people, particularly communities and groups who have been traditionally marginalised, to be heard. Participants expressed the importance of people feeling that they can be a part of the response to eliminate family violence and sexual violence. Children and young people were identified as a key group throughout the Hui that need a greater focus to create intergenerational change. A session of the Hui “Children’s voices: what mokopuna have told us they need” was led by the Office of the Children’s Commissioner (now Mana Mokopuna). Through this session we heard the often-silenced voices of children and young people in their own words, as they navigated their way through violence and the system that is meant to help them. This was identified by Hui participants as one of the most valuable and inspiring parts of the Hui.

Listening to children and young people

Participants noted the importance of listening to children and young people and being guided by their lived experiences. Children and young people have a right to be heard on matters that affect them. Their view of what’s happening around them and how the system should respond, provides important insights and should shape system responses just as other groups in communities do.

Participants noted that government needs to examine how children and young people engage with Te Aorerekura and consider how to support them to understand it. Te Aorerekura has laid the groundwork and has enabled the beginnings of important conversations with young people, but there is more to do to ensure these voices are being listened to and reflected in the work. Noel Woods (Office of the Children’s Commissioner) spoke to this in the Children’s Voices session: “An even stronger responsibility is placed upon us adults to ensure that the puna [spring (of water)] is clean and safe for our mokopuna. We know they have the solutions to the issues that are affecting them, and it is imperative that we as advocates and decision-makers take on their whakaaro and their solutions.”

Enabling children and young people

Participants spoke about the need to create welcoming spaces where young people are given room to participate in discussions and raise ideas. Some participants noted there are youth-based groups who want to be a part of the effort to end family violence and sexual violence. It is important government goes to young people and their spaces to help build and strengthen relationships. There is also an opportunity to enable the development and leadership of young people, and to ensure we are working in partnership where all parties hold equal power, and young people are able to set the agenda and focus of work. Examples of good practice for engaging with young people included regular check-in sessions, experts brought in for support and young people offering peer support.

As part of Action 5 (Engage and value communities in collective monitoring, sharing and learning), an Expert Advisory Group for Children and Young People, comprised of young people and adults with child participation expertise was established in April 2023. The group is tasked with developing advice for Te Puna Aonui on a suitable mechanism to sustain children and young people’s participation on an ongoing basis.

Amplifying the voices of mokopuna

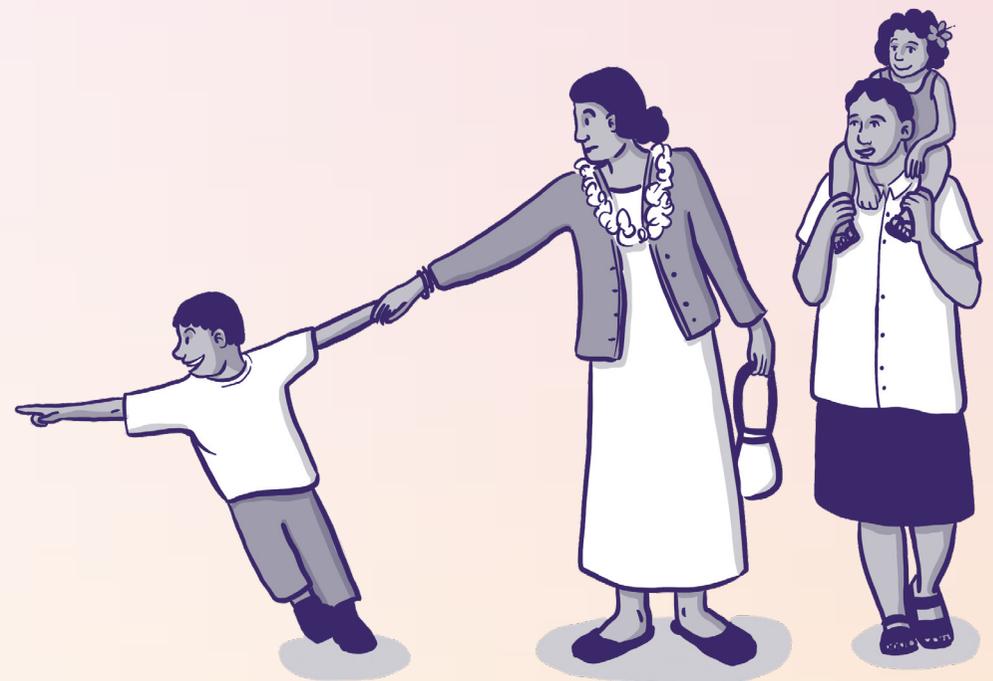
Participants noted the importance of recognising children and young people exist in the context of their family, whānau, hapū and iwi. They discussed system challenges for children and young people, such as lack of cultural awareness, lack of trust in system responders and decision-makers talking about children without involving them. The Children's Voices session highlighted that children are often silenced or dismissed yet they are individuals with their own ideas for their future and the change they want to see. One of the voices played in the session spoke to this, saying, "I know that they have stories to tell just like me, but no one wants to hear them, or they only want to hear them when it suits them. Children and young people should grow up in families, communities, a country they belong to that they don't want to escape."

To sum up

The vision of Te Aorerekura is grounded in hope for a better future for children, grandchildren and future generations. The Hui participants discussed the value of hearing and amplifying the voices of children and young people, and where more can be done to strengthen their engagement with Te Aorerekura. In Te Tokotoru, strengthening is about investing in the relationships, conditions and capital that enable whānau and communities to thrive, lead and pursue their aspirations. By amplifying the voices of children and young people, we are enabling them to shape our communities, systems and institutions to be free of violence.

"Incredibly powerful to hear stories of mokopuna BY mokopuna, there is nothing more real than that, and takes theory of practice into lived experience. An immediate reminder that we must never underestimate the value and power in being seen and heard."

(SLIDO COMMENT FROM THE MOKOPUNA VOICES SESSION).



Theme **Building on the foundations of our work**

The Annual Te Aorerekura Hui reflects the commitment to build relationships, weave knowledge and hear your views on the progress Te Puna Aonui and communities are making. On the day, we heard from three community panels on the elements of Te Tokotoru: strengthening, responding and healing. Speakers provided valuable insights and shared their own experiences on progress and the challenges communities are facing.

Three key themes emerged from the Hui that provide insight into the needs of communities and opportunities to keep building on the work underway:

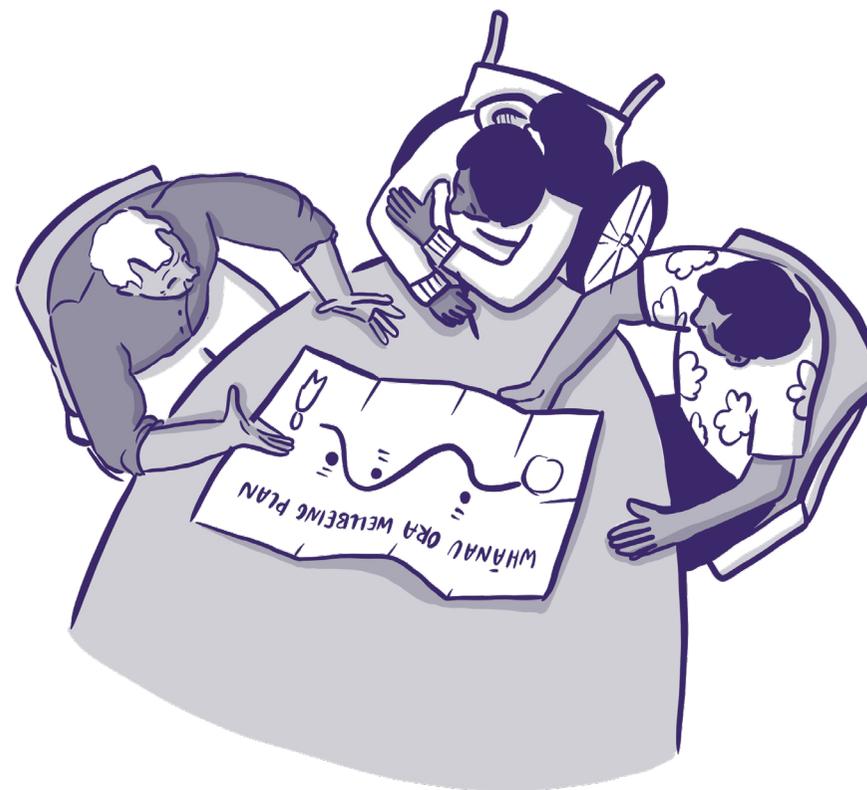
the importance of strengthening workforces

the value of shared learning and partnership with communities

amplifying the voices of children and young people.

Within these themes, it is clear there are ongoing challenges and opportunities for tangata whenua, communities, government and specialist sectors to consider in our collective work to eliminate family violence and sexual violence in Aotearoa New Zealand.

While Te Aorerekura creates a framework for our collective efforts, and Te Puna Aonui has been working to establish the foundations, we must keep having the hard conversations. Our success depends on us continuing to share knowledge, learn from one another and build on the work underway.



Next steps

Work is underway to inform the Investment Plan and the second Action Plan

The themes, lessons and kōrero from this year's Hui will be fed into the work of Te Puna Aonui and will help inform the development of the Investment Plan and the second Te Aorerekura Action Plan.

The Annual Hui provided opportunities for participants to discuss the biggest challenges, the changes needed and the most urgent steps needed to address family violence and sexual violence. Through the pre-Hui survey questions, participants identified what they thought were the most important steps to eliminate family violence and sexual violence, in the short-term and in the long-term. The analysis of the responses has shown there is a strong desire to shift towards a system which prioritises prevention and healing. The need to strengthen protective factors to prevent violence was woven through most of the responses. There was significant support for implementing programmes about consent and healthy relationships for rangatahi. Participants also recognised the importance of healing if we are to eliminate family violence and sexual violence. They specifically highlighted the need for healing services which are community-led and based in Te Ao Māori.

Te Aorerekura recognises that high-trust, collaborative and respectful relationships between tangata whenua, central and local government, the specialist sectors, communities and businesses are foundational to achieving the moemoeā. This is supported through ongoing conversations.

Findings from the Annual Hui are an important source of information about the issues that communities and the family violence and sexual violence sectors are facing and their current priorities. These Hui insights, combined with what has been offered and learned in other conversations, support the next steps for the implementation of Te Aorerekura.

The second Action Plan and the Investment Plan are currently under development and that work is informed and shaped by the knowledge shared through these conversations.

2024 Te Aorerekura Annual Hui

Feedback from this year's Hui came from participants on SLIDO, the pre-Hui registration survey and suggestion boxes. Planning and development for the next Hui will commence in late 2023 and will draw on the feedback received at this year's event.



How you can support the kaupapa to eliminate family violence and sexual violence

If it's safe to, have a conversation with your whānau, family, friends and colleagues about what family violence and sexual violence are, what causes violence and abuse, and how you can contribute to healing and prevention. Learn more from the sources below.

If someone needs help, find out more about understanding violence and abuse, and services and supports from: Safe to Talk – Sexual Harm. [Do you want to talk? | Safe to talk](#) and Family Violence help – [Are You OK](#)

Read [Te Aorerekura- the National Strategy to Eliminate Family Violence and Sexual Violence](#), watch the Hui videos, and discuss it with your team, community, and organisation.

Assess your knowledge and share the [Specialist Family Violence Organisational Standards](#) and the [Entry to Expert Family Violence Capability Framework](#). Learn more about what organisations and workers need to be able to deliver family violence responses safely and well: [Developing family violence capability for workforces and organisations | Te Puna Aonui](#)

Get involved in your local network, rōpū or collaboration that is working to respond to family violence and/ or sexual violence.

Find out about sexual violence primary prevention, what works and how to evaluate prevention efforts from the [Sexual Violence](#)

[Primary Prevention Toolkit Home » Making a difference: \(svpptoolkit.nz\)](#)

Read the Family Violence Death Review Committee reports and use the reflective practice questions within your team and organisation to identify what changes you can make to be more responsive to people impacted by, and people using, family violence [Family Violence Death Review Committee | Health Quality & Safety Commission \(hqsc.govt.nz\)](#)

Engage with the New Zealand Family Violence Clearinghouse, the national centre for research and information on family, whānau and sexual violence in Aotearoa New Zealand [www.nzfvc.org.nz](#) – search their library, read the issues papers, keep up to date with news, training and events through their newsletter.

Get on the mailing list for panui from Te Puna Aonui by emailing contact@tepunaaonui.govt.nz

Aonui

Elimination of
Sexual Violence

Annual Te Aore

14 June 2023

Ako tahi | Le

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Appendix One:

Hui information summary

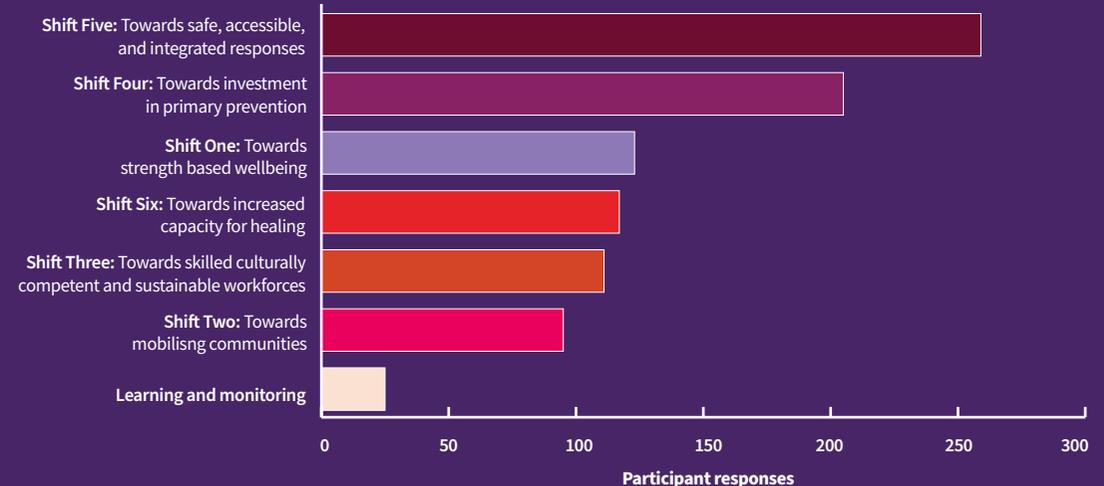
Analysis of Hui survey responses and SLIDO questions

As part of the registration process for the Annual Te Aorerekura Hui 2023, participants were asked what they believed were the most important short-term and long-term changes needed to eliminate family violence and sexual violence. The short-term steps and long-term steps that were identified by respondents were mapped to the shifts under Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence.

Asked what they believed was the most important change needed in the short-term, many participants mentioned the need for more equitable and high-quality services to ensure that vulnerable communities can access the support they need. In addition, the need to strengthen the protective factors of violence was woven throughout responses. The analysis showed that most of these responses were in line with *Shift Five: Towards safe, accessible, and integrated responses* and with *Shift Four: Towards investment in primary prevention* following closely.

In response a question about the most important change needed in the long-term, responses aligned with *Shift Four: Towards investment in primary prevention* far more than any other shift (see graph on next page). Several responses highlighted the need to educate rangatahi on consent and healthy relationships, and to prioritise the elimination of the root causes of violence such as poverty, colonisation, and harmful gender norms. This demonstrates a strong desire to shift from our current crisis intervention model and move to a prevention-focused model.

Shifts identified as the most important in the short-term to eliminate family violence and sexual violence

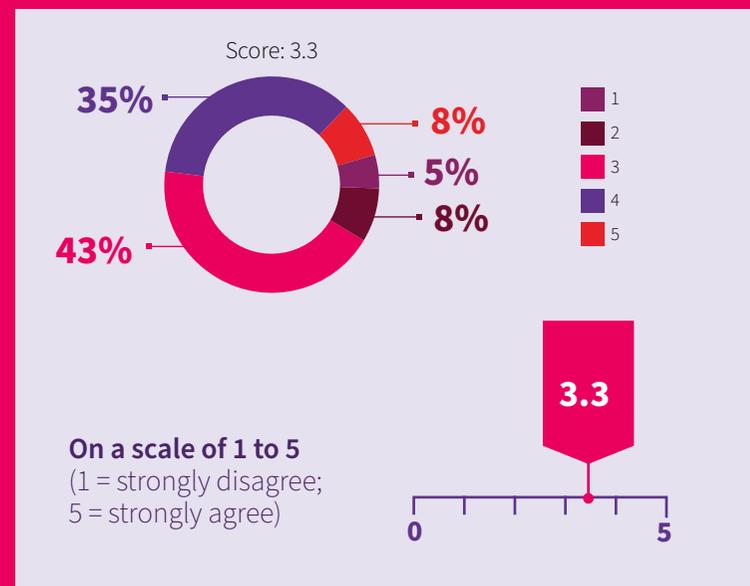


It is important to note that the survey findings only provide a general idea of the priorities of those who registered for the Hui. It does not tell us the priorities of the full specialist sectors and will only be used alongside other information sources. Survey responses about the biggest challenge in eliminating family violence and sexual violence, and about the role of Te Tokotoru model require more complex analysis, therefore Te Puna Aonui Business Unit is taking more time to adequately draw findings.

During the day of the Hui, we also asked participants questions through SLIDO to gather feedback on the Hui and to continue to understand people's perception of how Government is implementing Te Aorerekura. The data provides useful baselines and will help us continue to measure confidence in Te Aorerekura and in Government progress.

In 2023, we also asked; How confident are you that government and communities are starting to make progress to implement Te Aorerekura? The response to this question was 3.3 out of 5.

How confident are you that government and communities are starting to make progress to implement Te Aorerekura? (60 responses)



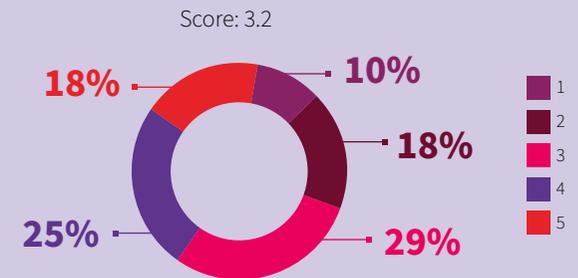
In 2022 and 2023, we asked people their views on the statement: Te Aorerekura sets a pathway for how tangata whenua, communities, the specialist sectors and government can work together to eliminate family violence and sexual violence over a generation. Do you agree? In 2022, the response was 3.77 out of 5. In 2023, it was 3.2 out of 5, with significantly more people having participated in the poll. This result indicates positive support for the Strategy.

Overall, how useful did you find the Hui? (42 responses)



On a scale of 1 to 5
(1 = not very useful;
5 = extremely useful)

Te Aorerekura sets a pathway for how tangata whenua, communities, the specialist sectors, and government can work together to eliminate family violence and sexual violence over a generation. Do you agree? (77 Responses)



Shifts identified as the most important in the long-term to eliminate family violence and sexual violence

