

# Purpose of the role: Forging partnerships and amplifying the voices of the Pacific on gender and SOGIESC rights

Principles of engagement: Tātai Hono (The recognition of deep and enduring whakapapa connections); Tātou Tātou (All of us together); Whāia te Taumata Ōhanga (Journey towards a circular economy); Turou Hawaiiki (Navigating together); Arongia ki Rangiātea (Focus towards Excellence).

## Strategic Goals

(long-term aspirations)

### Strategic Goal 1: GENDER EQUALITY

SDG 5 is realised in the Pacific through the increased representation and empowerment of, and full and effective participation of, women and girls, in all their diversity, in leadership, supporting transformative change of those formal and informal customs, norms, practices, and laws in society that create or perpetuate gender inequality and social exclusion based on gender.

MO1.1: An enabling environment in which Pacific women and girls are empowered to lead self-determining lives.

STO1: Strengthened partnerships with targeted organisations and actors in the Pacific region to drive improvements in gender equality.

STO2: Amplified Pacific voices on gender equality through influential and well-targeted regional and international policy engagement on gender equality, in line with an agreed engagement plan.

STO3: Well-established Pacific Feminist Fund that is able to support grass roots organisations and encourage transformational change.

STO4: More women in or moving towards leadership positions through a strengthened leadership pipeline, particularly in the parliamentary and security sectors in the Pacific

### Medium Term Outcomes

MO 1.2: Increased participation by Pacific women and girls in sports, and empowerment of Pacific women and girls as decision makers and leaders in the sector, to support improved outcomes for women and girls, contribute to fairer societies and support economic growth and development.

### Short Term Outcomes

(next two years)

STO5: A larger and more empowered cohort of female sports leaders in the Pacific, well-positioned to strengthen their sports sectors and networks.

STO6: Strengthened, influential and targeted policy engagement in regional and international settings to add visibility and focus for Pacific women and girls' sports and sportspeople, in line with an agreed engagement plan.

### Strategic Goal 2: SOGIESC EQUALITY

SDG 10.3 is implemented by reducing inequality within and among Pacific countries based on gender or sexual identity, and people of diverse SOGIESC enjoy equal consideration and protection in policy and law enabling the full realisation of their human rights.

MO2.1: Elevated visibility of national and regional-level actors, with strengthened platforms and greater permission space (including social attitudes) to advance SOGIESC-related rights in the Pacific

MO2.2: Likeminded development partners more active in the Pacific, and providing effective support for progress in SOGIESC rights.

STO7: Strengthened partnerships with targeted organisations and actors in the Pacific region to lift progress on SOGIESC-related rights.

STO8: Empowered regional organisations and improved advocacy networks, including through leveraging partner funding.

STO9: Amplified Pacific voices on SOGIESC-related rights through influential and well-targeted regional and international policy engagement, including specific opportunities when tasked to represent Pacific interests on the global stage.

Increasing influence of external/contextual factors

MFAT has more influence

<b>Strategic Goal 1: GENDER EQUALITY</b>		
<p><b>Short term outcomes</b></p> <p>STO1: Strengthened partnerships with targeted organisations and actors in the Pacific region to drive improvements in gender equality.</p> <p>STO2: Amplified Pacific voices on gender equality through influential and well-targeted regional and international policy engagement on gender equality, in line with an agreed engagement plan.</p> <p>STO3: Well-established Pacific Feminist Fund that is able to support grass roots organisations and encourage transformational change.</p> <p>STO4: More women in or moving towards leadership positions through a strengthened leadership pipeline, particularly in the parliamentary and security sectors in the Pacific</p> <p>STO5: A larger and more empowered cohort of female sports leaders in the Pacific, well-positioned to strengthen their sports sectors and networks.</p> <p>STO6: Strengthened, influential and targeted policy engagement in regional and international settings to add visibility and focus for Pacific women and girls' sports and sportspeople, in line with an agreed engagement plan.</p>		
<b>Deliverables</b>	<b>Measures / indicator</b>	<b>Date</b>
D1: Engage/strengthen relationships with partners/donors to identify shared priorities/leverage support eg Australia (Ambassador for Women & Girls, DFAT Pacific gender team), SPC (Principal Strategic Lead – Pacific Women); Canada, US, EU, etc.	Ambassador's engagement encourages increased focus/support by NZ and/or partners for activities which support women's political participation in the Pacific.	May 2024
D2: Build networks in region/engage with regional actors to support/amplify their strategic outcomes leveraging partner funding e.g. Pacific Feminist Fund, Pacific Island Forum Secretariat	Pacific Feminist Fund meets funding goals and well-connected to suitable/like-minded donors. (Subgranting mechanism explored.)	May 2024
D3: Work with New Zealand and Pacific national agencies to support women in leadership and leadership pipeline in the Pacific.	Examples of engagements with which Ambassador supported	May 2024

	women in leadership/leadership pipeline and results achieved.	
D4: Amplify/build support for gender equality/women in leadership through engaging with key events/commemorations/processes eg International Women's Day; 16 Days of Activism; Pacific preparatory for CSW; Human Rights Day; PIFWLM; PLGED negotiations and implementation; SPCs Triennial Conference; panels etc.	New Zealand's position is reflected in refreshed Pacific Leaders Gender Equality Declaration and our support for the PIFWLM is maintained.	May 2024
D5: Identify and contribute to MFAT girls and women's sports partnerships and funded activities including with Sport New Zealand and leverage NZ support to crowd-in funding from private sector and/or development partners.	The approval of a Pacific Women's Sports Mentoring Programme.	May 2024
D6: Advocate for Pacific women's and girls' participation and leadership in sports through presenting to/attending forums and events, publicising achievements and activities, and strengthening stakeholder relationships including sports bodies, Pasifika groups, NGOs, and agencies in NZ/Pacific region that support Pacific women's and girls' sport, e.g. RWC Championing Oceania Trophy Tour in Samoa and Tonga; engagement with incoming RWC youth rugby teams from Samoa, Tonga, Fiji and PNG; FIFA 2023 Leveraging and Legacy programme; engaging with IWG Conference on Women and Girls including leaders in Pacific Women's cricket.	Examples of engagements with which Ambassador supported women's and girls' participation and leadership in sports and results achieved.	May 2024

<b>Strategic Goal 2: SOGIESC EQUALITY</b>		
<b>Short term outcomes</b>		
STO7: Strengthened partnerships with targeted organisations and actors in the Pacific region to lift progress on SOGIESC rights.		
STO8: Empowered regional organisations and improved advocacy networks, including through leveraging partner funding.		
<b>Deliverables</b>	<b>Measures / indicator</b>	<b>Date</b>
D7: Engage/strengthen relationships with partners/likeminded donors to identify shared priorities and leverage support for possible initiatives for collaboration e.g. Australia, the US, EU, the Netherlands and Canada to discuss shared ambitions/identify funding to support SOGIESC-related initiatives	Secure development partner support to strengthen PSGDN's capacity to distribute sub-grants in the Pacific.	May 2024
D8: Build relationships with PSGDN, ILGA, DIVA, Rainbow Pride, national advocacy groups to understand partner priorities, identify areas for cooperation	Examples of engagements with which Ambassador built relationships with key organisations and outcomes and results achieved.	May 2024
D9: Amplify/build support for SOGIESC rights in the Pacific through engaging with key events/commemorations including targeted initiatives e.g. in country Pride events with HEF funding; World Pride/ supporting a Pacific-focused event; IDAHOBIT Day/Pasifika Rainbow terminology handbook, International Coming Out Day, Human Rights Day, Pride Month, PSGDN Conference; exploring with Pacific partners (including PSGDN) membership of ERC.	Interest fostered within Pacific Island governance structures (e.g. legislature) in strengthening SOGIESC rights.	May 2024