

<p align="center">STRATEGIC PLAN 1 July 2025 to 30 June 2027</p>	<p align="center">Cross Agency Pan-Asian Public Sector Network</p>	
<p align="center">OUR VISION</p> <p align="center">Empowering Pan-Asian public servants to reach their potential and thrive where they are visible, valued, and belong.</p>		
<p align="center">OUR PURPOSE</p> <p>To achieve positive changes for Pan-Asian public servants by supporting Pan-Asian public servants to achieve their professional potential in their public service career. Lifting the visibility of Pan-Asian public servants and offering a collective voice, based on lived experiences, to Papa Pounamu and other decision-makers on issues and policies addressing ethnic equity and inclusion.</p> <p align="center">OUR VALUES</p> <p align="center">PAPSN has a set of values that we aim to incorporate in all our engagement:</p> <p align="center">Manaakitanga- Showing respect, support and care Kotahitanga- Being united and demonstrating collective action in our goal to uplift Pan-Asian communities Equity- Ensuring fair access and outcomes Whānau- Fostering inclusiveness and a sense of belonging</p>		
<p align="center">OUR OBJECTIVES</p> <p align="center">[Things that will contribute to achieving our purpose]</p> <ol style="list-style-type: none"> 1. Strengthen the collective and create platforms for like-minded Pan-Asians to connect and share insights in order to grow professionally, including: <ol style="list-style-type: none"> a. Collaborating with agency pan-Asian networks and sharing resources through the organisational network leads b. Events and webinars 	<p align="center">OUR OUTCOMES</p> <p align="center">[The change/ benefit that we'll see as a result of our actions]</p> <ol style="list-style-type: none"> 1. Stronger connections, support and a greater sense of belonging of Pan-Asian public servants. 	

<ul style="list-style-type: none"> c. Formal or informal mentoring programmes 2. Champion PAPSN and Pan-Asian people representation in the public service, including through: <ul style="list-style-type: none"> a. Newsletters b. Social media c. Promotional videos d. Award nominations e.g. Spirit of Service e. Sharing success stories particularly with managers/leaders 3. Develop capabilities for Pan-Asian people in public services, including: <ul style="list-style-type: none"> a. Leadership development b. Core communication skills 4. Providing input on issues and policies relating to ethnic equity and inclusion to Papa Pounamu/ sponsor, agency HR teams etc. 	<ul style="list-style-type: none"> 2. Bringing people together and advocating for connected worldviews that highlight the unique values and skillsets Pan-Asian public servants contribute- fostering greater recognition and appreciation of their impact. 3. Increased capability and empowerment for Pan-Asians in the public sector to contribute meaningfully to public service goals and add value to its wider purpose. 4. Strengthened diversity and inclusion (D&I) outcomes across agencies through actionable advice that reflects Pan-Asian experiences.
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<p>Measurement</p> <ul style="list-style-type: none"> 1. Number of “connections” that PAPSN have created e.g., # of agency lead meetings, events, social media impressions etc. 2. Survey results after creating each connection e.g., at the end of an event or a webinar. 3. Sentiments and real-time feedback from PAPSN working group members, advisory group, members, and sponsor. 4. Increase of Pan-Asian in public service roles .
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