



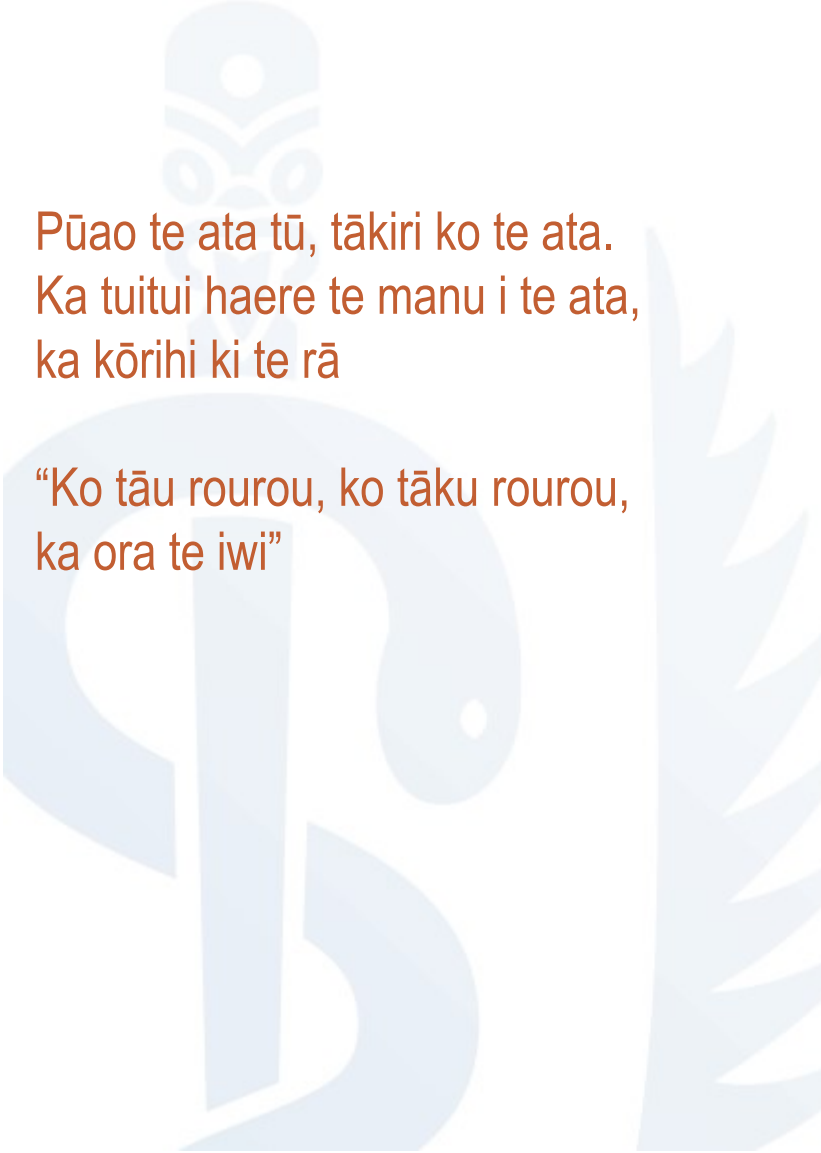
New Zealand College of Public
Health Medicine

He Rautaki Māori – Māori Strategy

2021-2025 Action Plan



Mihi



Pūao te ata tū, tākiri ko te ata.
Ka tuitui haere te manu i te ata,
ka kōrihi ki te rā

“Ko tāu rourou, ko tāku rourou,
ka ora te iwi”

The dawn breaks and the day
unfolds.

The morning birds chorus
welcomes the sun by saying

“With your contribution, and with
mine, the people will live”

Rārangi Kaupapa | Contents

Acknowledgements	2
Foreword	3
Our Vision 2040	4
Our Strategic Objectives	5
Strengthening our workforce	8
Action Plan 2021-2025	9

Hei Mihi | Acknowledgements

The New Zealand College of Public Health Medicine (NZCPHM) (“The College”) gratefully acknowledges the contribution of the following people and organisations to the development of this strategy and action plan:

Whā me Whā Panel Members

Prof. David Tipene-Leach
Prof. Papaarangi Reid
Assoc. Prof. Elana Curtis
Dr Stephen Palmer
Dr Felicity Dumble
Dr Jim Miller
Dr Phil Shoemack
Dr Matthew Reid
Pam Watson

Individuals interviewed representing:

Māori Caucus
Māori Registrars
Registrar Committee
College Council
College Training Director
College CPD Director

College Fellows and Registrars who provided feedback through the survey

We would also like to thank Dr Hayley Bennett for her comprehensive review and insights that stimulated the development of a Māori Strategy and Action Plan

Individuals interviewed representing:

- Te Ohu Rata o Aotearoa
- Health Promotion Forum of New Zealand
- Public Health Association
- Ministry of Health, Māori Health
- Ministry of Health, Workforce
- Medical Council of New Zealand
- Australasian College of Emergency Medicine
- Royal Australasian College of Surgeons
- New Zealand College of General Practitioners
- Tumu Whakararae

Project Team

Mara Andrews (Kāhui Tautoko Consulting)
Rory Matthews (Francis Health)
Sophie Oliff (Francis Health)

He Kupu Whakataki

| Foreword

On behalf of The New Zealand College of Public Health Medicine (the College), we are honoured to present He Rautaki Māori – Māori Strategy and 2021-2025 Action Plan. The College of Public Health Medicine was established on the fundamental importance of “Health and Equity for All” with a priority of Māori health equity. This strategy forms part of our response to a review of the College’s Cultural Competency and Safety in 2018. He Rautaki Māori provides the intent, direction and, crucially actions that will move us towards our goal of a Culturally Safe, Anti-racist, Pro-equity and Tiriti compliant College by 2040. Changes in the way we operate will allow the College to play a greater part in achieving Māori health equity.

Our strategy has been informed by, and emphasises the significance of Te Tiriti o Waitangi as a foundational document for Aotearoa. As a strategic priority of the College, Te Tiriti o Waitangi will be an enduring pillar for achieving our Vision. It is encouraging that this direction is supported by the final report of the Health and Disability System Review. Māori pandemic response to COVID-19 has shown the strength of iwi, hapū, and whānau when responding to public health issues and serving the needs of Māori communities.

We recognise the unjust opportunity and privilege that exists in New Zealand. The persistent and significantly higher burden of ill-health for Maori is unacceptable. As Public Health physicians we recognise the ongoing effects of colonisation and impact of broader social determinants of health. A direct result of this is low numbers of Māori medical and other health professionals in our health system. The College of Public Health Medicine must grow our Māori Public Health physician workforce. We must ensure that the broader College membership develops culturally safe practice and embeds culturally appropriate and safe health services for Māori in our influential and broad scope of work in the health system.

E whakamānawa ana tā mātou, tā Te Kāreti o te Rāngai Pupuru Hauora (Te Kāreti) hora i te rautaki e kīia nei ko ‘He Rautaki Māori’ me te mahere whakatinana hoki. I noho te kōrero “hauora taurite mō te katoa” hei tumu mō te Kāreti o te Rāngai Pupuru Hauora i roto i tāna whai i te hauora taurite mō te Māori. He hua tēnei rautaki i puta i te arotake ahurea o Te Kāreti i te tau 2018. Ko te Rautaki Māori ka para i te huarahi ki o mātou whāinga matua, kia mātua mōhio ki te ahurea Māori, kia whakamanahia Te Tiriti, kia hāpai i te tauritetanga, kei noho hei kaikiri. Me huri te kei o tō mātou waka kia pai ake ai tā Te Kāreti whakatare i te tauritetanga o te hauora Māori.

I whakaritea ai te rautaki i runga i te mōhio ko Te Tiriti o Waitangi te pou matua mō Aotearoa whānui. Ka noho Te Tiriti o Waitangi hei kaupapa matua i tā Te Kāreti whai i tana pae tawhiti. He oranga ngākau ka tautoko te ripoata arotake a Te Rāngai Hauora Hauātanga i tā mātou e whai nei. Kua kite i te manawatītī o ngā iwi, ngā hapū, ngā whānau hoki i tā rātou whakatau i ā rātou anō kia rite mō ngā take o te mate karauna, kia manaaki i ngā hāpori Māori.

E mōhio ana mātou ki te āhua o te kaikiri e whakararu nei i a Aotearoa. Matekiri ana i te mōhio he taumaha ake te māuiuitanga o te iwi Māori. Ka kite mātou ngā rata o te Rāngai Pupuru Hauora i ngā mamaetanga me ngā uauatanga i ahu mai i ngā tūkinō a te Pākehā. Torutoru noa iho ngā rata me ngā kaimahi hauora Māori nā ngā raru nui e pēhi nei i te iwi Māori. Me whakatipu te Kāreti o te Rāngai Pupuru Hauora i te tokomaha o ngā rata Māori. Me tautoko hoki te Kāreti i āna mema kia tika ā rātou mahi mō te iwi Māori hei painga mō te rāngai hauora whānui.

He Kupu Whakataki | Foreword

The voices of our Māori members have been an integral part of the development of He Rautaki Māori. The priorities and practical actions have been born from a number of interviews, focus groups, surveys and conversations across and outside of the College, to help us articulate what will help the College and its members progress Māori equity. We wish to acknowledge those who have given priority to this kaupapa, despite 2020 already being one of the most challenging years in our careers as Public Health physicians.

We are committed to developing a College that understands and welcomes fit-for-Māori public health services, strengthening Māori capability and cultural safety in our profession - enabling Māori to thrive.



Dr Jim Miller
President
New Zealand College of Public Health
Medicine



Dr Felicity Dumble
Immediate past President
New Zealand College of Public Health
Medicine

Kua mana ngā reo o ō mātou mema Māori ki roto i te whakaritenga o He Rautaki Māori. I puea ake ai ngā kaupapa matua i ngā uiuinga, i ngā hui, i ngā mahi arotake, i ngā whakawhitinga kōrero, kia mōhio Te Kāreti me pēhea te kōkiri i te hauora taurite Māori. E mihi atu ana ki te hunga i mātua tautoko i tēnei kaupapa, ahakoa ngā uauatanga o te tau 2020 mō tātou ngā rata o te Rāngai Pupuru Hauora.

Ko te tino whāinga kia tautoko Te Kāreti i te puāwaitanga o te iwi Māori, i tā mātou whakatika i ngā mahi me ngā rata hauora kia tino Māori ai te karawhiu.

Te Pae Tawhiti

| Our vision 2040

We have a vision that by 2040, the New Zealand College of Public Health Medicine is recognised as:

Culturally Safe

- We are continuously examining ourselves and the potential impact of our own culture and bias on public health practice
- We are promoting and exemplifying cultural safety to the sector; and cultural safety as part of the leadership style of the College

Pro-equity

- We are driving, demonstrating and achieving equity within the College and what we can influence
- We will share power authentically and promote Māori leadership and self-determination

Tiriti Compliant

- We are committed to Te Tiriti o Waitangi as a professional imperative and advance our organisation and professional practice through a Tiriti framework
- We challenge the New Zealand health system with its Te Tiriti o Waitangi obligations

Anti-racist

- We actively oppose racism in our organisation and communities
- We hold free and frank discussions about racism, and colonialism, ensuring policy explicitly addresses racism

And actively contributing our expertise, knowledge and capability to the goal of **Whānau Ora – where tangata whenua are supported to achieve their maximum health and well-being**



We acknowledge Prof. Papaarangi Reid for articulating the Vision for the College 2040

Ngā Whāinga

| Our strategic objectives

We have drawn on Tiriti-based principles and Hauora: Report on Stage One of the Health Services and Outcomes Kaupapa inquiry – WAI2575 (Waitangi Tribunal, 2019) as a starting point for guiding our strategy as an aligned approach to placing equity at the centre of the New Zealand College of Public Health Medicine.

Our Māori strategy provides a strong platform to:

- support the College and its members to **influence** wider sectors to improve Māori health and Tiriti-based practice, and **attract the Māori workforce of the future**
- build **internal awareness and capability** to embed Te Tiriti and Māori health equity into the ethos of the College
- help **College members as leaders to drive** and embed **Māori health equity as everyone's business**

“We talk a lot about equity. Dialogue is useful but action is overdue... I'd like to see a change to the processes, decision-making and resource to move towards Māori health equity”
Stakeholder Interview

Contribute to **Tino Rangatiranga** of **Tangata Whenua** by:

Empowering Māori communities with culturally safe Public Health Medicine

Demonstrate Te Tiriti principle of **Active Protection** by:

Embedding our 2040 Vision into our way of being and doing

Demonstrate Te Tiriti principle of **Partnership** by:

Working with Māori and other partners to promote and advocate for shared goals

Demonstrate Te Tiriti principle of **Ōritetanga** by:

Supporting all of our members to embed Tiriti-based practices

Whakamanahia te Tino Rangatiratanga o te Tangata Whenua | Contribute to Tino Rangatiratanga of Tangata Whenua

Strategic objective one

Empowering Māori
communities with
culturally safe Public
Health Medicine

We recognise that we need to move to a virtuous cycle of prioritising empowering Māori which will improve health outcomes and will increase awareness and attractiveness of Public Health medicine to Māori medical graduates and increase member involvement in the College as lever to drive Māori health.

We will **be bolder** (give action to position statements, prioritising Māori health in CPD frameworks) and role model to the wider sector to leverage our member's expertise.

Public Health Medicine is a profession that offers multiple opportunities to positively influence tangata whenua wellbeing.

We need to enhance Tino rangatiratanga opportunities for tangata whenua and include Mātauranga Māori.

Our priority audiences include:

- a) whānau, hapū and iwi across Aotearoa
- b) prospective Māori public health 'recruits' (schools, Universities, medical schools)
- c) a broad range of health and other socio-economic iwi and Māori organisations

Whakatinanahia te Haumarutanga, Mātāpono o Te Tiriti | Demonstrate Te Tiriti principle of Active Protection

Strategic objective two

Embedding our 2040
Vision into our way of
being and doing

To fulfil our Vision 2040, we need to build our College internal capability and awareness to align with and give effect to these principles.

Our College membership boasts national and international experts in Māori and indigenous health, equity and health leadership. We will leverage our member's expertise to build capability across current and future Public Health physicians.

To embed and promote our vision, we will focus the actions in this strategy to where we can direct our influence:

- Prioritising the recruitment of Māori registrars
- Supporting Māori registrars and fellows through Te Ao Māori
- Enabling members to build cultural safety through training and Continuous Professional Development requirements
- Advocacy to workplaces and wider organisations to support the implementation of our Vision 2040

"I thought we were doing well in regards to equity, but when we looked inside our own house... we need to improve"

Stakeholder Interview

Whakatinanahia te Mahi Tahi, Mātāpono o Te Tiriti | Demonstrate Te Tiriti principle of Partnership

Strategic objective three

Working with Māori and other partners to promote and advocate for shared goals

As a principle of Te Tiriti framework, we will work in partnership with Māori in the governance, design, delivery and monitoring of our College roles and responsibilities.

We will use a range of strategies and tools to support all College members as leaders to drive, advocate for and embed Māori health equity, cultural safety, anti-racism and Tiriti compliance in their workplaces and communities.

“ Ehara taku toa i te toa takitahi ēngari he toa takimano ”

My strength is not that of an individual but that of the collective ”

As an enabler for converting strategy into action, we will actively seek out opportunities to partner and collaborate with other organisations whose values and strategies align to drive Māori Health outcomes.

Taking a partnership-based model to maximise impact and advocate for Māori health and public health as a priority investment in Aotearoa- New Zealand.

Whakatinanahia te Ōritetanga, Mātāpono o Te Tiriti | Demonstrate Te Tiriti principle of Ōritetanga

Strategic objective four

Supporting all of our members to embed Tiriti-based practices

This strategy and action plan will not be successful in fulfilling it's vision by 2040 if implementation falls on the shoulders of a few.
The vision is for the College and it's members to be empowered to lead Māori health.

We will support all members in their workplaces and communities to apply Te Tiriti o Waitangi and the College's principles as the basis upon which Public Health Medicine should be based in Aotearoa-New Zealand.

We will optimise existing and new partnerships, where the shared goals of these relationships promotes Māori Health equity, cultural safety, anti-racism and Te Tiriti compliance.

We will support all members to develop local iwi, hapū, whānau and Māori health service partnerships to contribute to Māori health equity and Te Tiriti, including providing tools, guidelines and sharing and celebrating local success

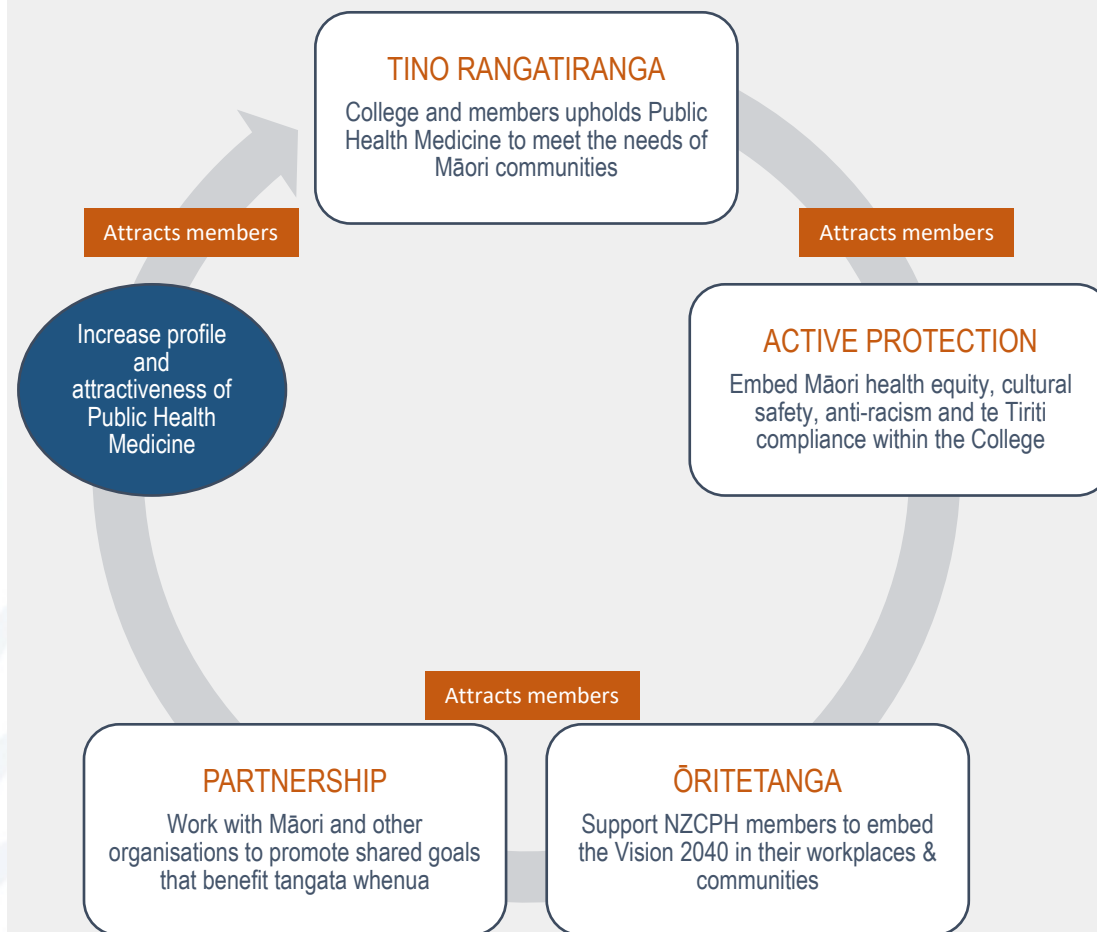
Whakakahangia te ohu kai mahi a te Rāngai Pupuru Hauora, kia mātua mōhio ki te ahurea Māori, kia whakamanahia Te Tiriti, kia hāpai i te tauritetanga, kei noho hei kaikiri

| Strengthening a culturally safe, pro-equity, anti-racist, Tiriti compliant Public Health medical workforce

Indigenous Workforce Recruitment and Retention Literature Scan

As part of the development of our strategy, a rapid literature scan was undertaken to identify best-practice initiatives and strategy for indigenous health professional recruitment and retention. Four key themes emerged that have shaped the key priorities and best-practice actions embedded in this strategy:

1. **Partnerships for recruitment and retention**
2. **“The best asset for recruiting and retaining indigenous peoples are existing indigenous workforce”**
3. **Welcoming and incorporating indigenous ways of working and relating**
4. **Additional support and training needs of indigenous health professionals**



Te Ara ki te Pae Tawhiti

| Action towards our Vision 2040

“We need to move on from decorative and performative little skills and have a transformative, treaty relationship”
Stakeholder Interview

To meet our Vision for 2040, we need to focus on the practical steps we can take in the short term and understand the impact and efforts required to make meaningful progress. The Whā me Whā panel will continue to monitor implementation of the strategy.

