

“Raising an Army of Māori Nurses”
“Rise Up”

TŌPŪTANGA TAPUHI KAITIAKI O AOTEAROA
NEW ZEALAND NURSES ORGANISATION



Indigenous Nurses Aotearoa
Conference 2020
Friday, 27 and Saturday, 28 November

**Kia ora koutou katoa
Ko tāku manawa ki tāu manawa, mauri ora ki ngā whānau, ngā
hapū me ngā iwi hoki.
Ngā mihi hoki ki ngā kaitautoko,
From our heart to your heart, we wish to thank and acknowledge
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ONLINE PROGRAMME



INDIGENOUS NURSES AOTEAROA CONFERENCE 2020

Friday, 27 November 2020

9:00am	Opening Karakia
9:15 am	Kerri Nuku, Kaiwhakahaere, Te Rūnanga o Aotearoa NZNO Opening Address
9:30am	Emma Espiner <i>"The power and privilege of storytelling in medicine"</i>
10:00am	Tina Wilson-Hall <i>"Ko e pae tawhiti, Whaia kia tata, Ko te pae tata, Whakamaua kia tina Impacts on the worlds of Business and Health – 2020 and beyond!"</i>
10:30am	Break for Paramanawa (Morning Tea)
11:00am	COVID experiences from Indigenous view Panel Questions and Answers <i>Panel include Kerri Nuku, Kate Brown, Henri Aviga, Tina Black, Charleen Waddell, Kimmel Manning</i>
1:00pm	Break for kai o te rā (Lunch)
2:00pm	Sue Crengle <i>"Rangatahi Māori mental health and wellbeing"</i>
2:30pm	Merryn Jones <i>"Valuing organ donation in a Māori cultural context"</i>
3:30pm	Mary-Anne Baker <i>"Kaupapa Māori Palliation: A journey through the veil"</i>
4:15pm	Summary of the day
3:45pm	Break
4:15pm	Hui ā-Tau (members only)

Saturday, 28 November 2020

9:00am	Opening Karakia Welcome Back from Kerri Nuku
9:10am	Annette Sykes
9:45am	Bonnie Castillo, California Nurses Association <i>"Nurses standing together in global solidarity during COVID-19 and beyond"</i>
10:15am	Paramanawa (Morning Tea)
10.30am	Tracy Haddon <i>"Determining the value of Māori Nurses in the workplace in Aotearoa"</i>
11:00am	Whakapapa kōrero
12:00 Noon	Concluding remarks – Kerri Nuku
12:15pm	Closing karakia

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SPEAKERS

Emma Espiner

Ngāti Tukorehe, Ngāti Porou

“The power and privilege of storytelling in medicine”

Emma is a doctor and writer. She works part-time as the Communications Lead for Hāpai Te Hauora, a Māori Public Health NGO; writes a monthly column for Newsroom.co.nz; and is the host of the RNZ podcast on Māori health equity, Getting Better. Emma is the Voyager Opinion Writer of the Year 2020.



Tina Wilson-Hall

Ngāti Tukorehe, Ngāti Raukawa, Muaūpoko, Rangitāne, Ngāi Tahu

“Ko te pae tawhiti, Whāia kia tata, Ko te pae tata, Whakamaui kia tina. Impacts on the worlds of Business and Health - 2020 and beyond!”

Tina is Te Tumu Whakaraae / Director, Māori Partnerships and Capability and leads NZTE's Māori strategy development, capability uplift and strategic partnerships with NZ Inc. and Te Ao Māori. She is based in Auckland and has worked within the Māori sector for the last 20 years, specialising in investment, business strategy, financial management, training and economic development. She has extensive governance experience and was recently appointed to the Massey University Council.



Tina held previously the role as the Chief Executive of a specialist investment advisory to 80 Māori entities.

Tina holds her people at the core of her heart – her driving force. She has a degree in commerce and Māori and is conversant in Te Reo Māori and Spanish.

COVID Experiences from Indigenous View Panel

Kate Brown

Ko Mauao te maunga
Ko Tauranga te moana
Ko Mātaatua te waka
Ko Ngaiterangi te iwi
Ko Mangatawa te marae

Kate has worked in international development focused on sustainability for the last 20 years. She has recently moved back to New Zealand after 10 years in the United States. Kate has a decade of experience working on environment strategies with Pacific island countries and territories based in Samoa.



Henri Aviga

Henri completed Waikato Diploma Nursing (1994), and Bachelor of Nursing (2006). Henri has worked and lived in Samoa, New Zealand and remote Australia (Northern Territory) over the past 12 years.

Henri is currently based in Samoa, as the team leader measles outbreak 2019, covid-19 preparation training WHO 2020. Henri has an extensive clinical experience working in A & E, Pediatrics, OT, Surgical; research nursing, district nursing, primary health care (Indigenous Health), school nursing, public health, nurse educator, and residential treatment health.



Tina Black

Ko Whanokao te maunga
Ko Matariuia te punawai
Ko Te Whānau ā Apanui te iwi
Ko Tauiramaitawhiti te waka
Tihei mauri ora!

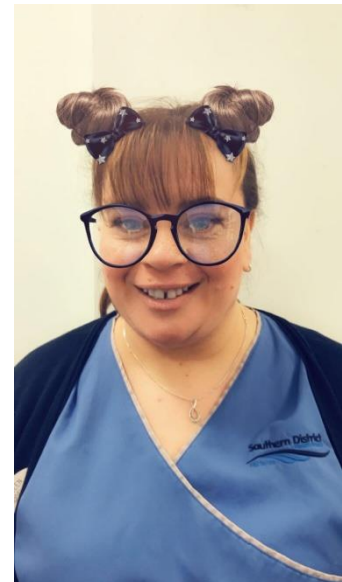
Tina is a new graduate nurse working in a rural practice which is one of three specialist areas in General Practice's in Aotearoa. Tina has a background in Education and Māori Performing Arts. First and foremost she is a good mother and wife; and proud to be Māori. Tēnā tātou katoa.



Charleen Waddell

Ko Maungakahia tōku maunga
Ko whangawehi tōku awa
Ko Kurahaupo tōku waka
Ko Kaiuku, Tuahuru, mea Ngā Hau e Wha ki Murihiku ōku marae
Ko Rongomaiwahine, Kati Mamoe, Kai Tahu, Ngāti Kahangunu
ōku iwi
Ko Charleen tōku ingoa

Charleen has worked full time in various nursing positions mainly in primary health, as a Practice Nurse at Bluff Medical Centre, Māori Health providers and PHO Community Linkage over the last 20 years. Charleen is also employed currently as a Clinical Nurse Specialist-Diabetes at Southland Hospital since 2010. Recently have been involved in development of Diabetes Foot Clinic and Local Diabetes Team. Charleen is also involved in our local marae whānau. I have an interest for equity, improved health outcomes and wellbeing for whānau.



Kimmel Manning

Ko Aoraki te maunga
Ko Aparima te awa
Ko Takitimu to waka
Ko Ngāitahu te iwi
Ko Takutai o Te Titi te marae
Ko Murihiku tōku turangawaewae
Ko Kaihao raua ko Manuera ōku whānau
Ko Kimmel Manning tōku ingoa



Kimmel is a third year (2021) nursing student at the Southern Institute of Technology. Kimmel has worked three years in Aged Care and two years in Disability Services. Kimmel is the Chair of Te Rūnanga Taurira, Tōpūtanga Tapuhi Kaitiaki o Aotearoa. Kimmel is passionate about advocating for Māori student issues and ensuring our people are recognised for their greatness.

Sue Crengle

Kai Tahu, Kati Mamoe, Waitaha
Rangatahi Māori mental health and wellbeing

Sue presentation focuses on the rates of youth mental health disorders are high and increasing in Aotearoa. This presentation will describe the characteristics of mental wellbeing from the perspective of study participants.

Rangatahi Māori aged 12-24, are disproportionately affected by mental health disorders, are twice more likely than non-Māori to die by suicide, and bear the brunt of a fragmented and broken mental health sector.

There are few primary mental health care options for Rangatahi at the present time. We have undertaken a project focused on primary mental health for Rangatahi Māori. Wānanga (focus groups) with 21 Rangatahi aged 16 – 24; wānanga and key informant interviews with 20 people who work with Rangatahi across a variety of fields including youth workers, counsellors, police, kaupapa Māori services, primary care, youth health nurses, and youth services; and wānanga with eight whānau members from three regions in Aotearoa. Inductive thematic analysis of transcribed interview data to develop a provisional description of the four areas under consideration: what does being mentally well 'look' like; what Rangatahi require to be mentally well/what impacts on their mental health, experience of youth-related services and professionals in these services; and what an ideal primary mental health service for Rangatahi would be like. We then revisited participants to discuss the preliminary findings, gather their feedback, and finalise the findings of the research.



Merryn Jones

Ngāti Rakaipaaka

“Valuing organ donation in a Māori cultural context”

Merryn began her RGON training at Middlemore Hospital in 1981. Her childhood was spent both in Auckland and on the Aotea Harbour, near Raglan, but her tīpuna are Ngāti Rakaipaaka from northern Hawkes Bay.

She has enjoyed variety in her nursing career, and after a few years working in the Hawkes Bay DHB haemodialysis unit, Merryn was appointed to the role of Renal Transplant Coordinator. She completed her Masters in Nursing Science at Vic University in Wellington and in 2017 with her Masters' Thesis “It’s hard to ask: examining the factors influencing decision-making amongst ESRD patients considering asking family and friends for a kidney.” Her research findings were published in the New Zealand Medical Journal in May 2018, and she presented at conferences in New Zealand and Australia in 2018/19.

Her research highlighted several potential strategies, one of these being to work alongside Māori Health Services to organise a regional transplant hui. ‘Paetara o te Ora’ explored Māori attitudes to transplantation and received New Zealand wide media attention.

Merryn is an Associate Investigator in the ASSET (Access and Equity in Transplantation) study, exploring the impact of ethnicity and other social determinants on access to transplantation in NZ. She is also a member of the Aotearoa Guidelines writing group for the ‘KHA-CARI-Guideline: Management of chronic kidney disease amongst Aboriginal and Torres Strait Islander peoples; and Māori’.

While Merryn loves her work, she is also a lifelong learner, currently enrolled in learning Te Reo along with a creative writing course. She was also a professional glass artist until 3 years ago.



Dr Mary-Anne Baker

Kaupapa Māori Palliation: A journey through the veil



Mary-Anne will share long lived life experience including doctoral research on indigenous Māori palliation. That care is awareness of what is required before death, upon physical death and after death in order for a whānau member to make a smooth journey through the veil Te Wheaio which is the dawn realm that separates the worlds. The metaphor of the veil is well known to Māori and I use it for portal between the two realms believed to exist for Maori, transitioning between Atua and Whenua, between people of this world to people of the world beyond this one. Theorising this carefully with western theory, I built a framework from a Kaupapa Māori foundation. While I mention the use of grounded theory from which emerged the pathways, I will talk about the heart of my thesis which focuses on the patient with their whanau through processes.

First there is a premise we come from Atua and to Atua we return.

Second Māori palliation is initiated when the patient is known to be at end of life and that practitioners may need to be aware that there are other ways of seeing that death is coming besides the signs they meet in their training.

Third I go through the five key components in Māori palliation and present not only the overt view but the covert deep knowledge of what is really happening.

Lastly I present the ultimate transformation from tāngata whenua to tāngata atua what the native indigenous Māori strive for.

A true Northerner Mary-Anne will share indigenous knowledge, experience and research. Lifelong pharmacy services in communities, industry, hospital, academia, M.Clin. Pharm (Hons), B.Com. Management-Industrial Relations, PhD's in General Practice and primary Health care conjoint Education enables me to take us all on a new to the world care journey, modelled on indigenous palliation.

Annette Sykes

Ngāti Pīkiao

Annette is a Treaty rights activist and human rights lawyer specialising in the rights of indigenous peoples to promote their own systems of law. A strong focus of her career has been on all aspects of law and how they affect Māori, especially constitutional change. Annette was involved in establishing Ohinemutu's first Māori health clinic and was a founding member of the Nurse Cameron Memorial Charitable Trust. Annette has also advised a number of health providers and PHOs and represented claimants as a union lawyer before the Health and Disabilities Commissioner. Annette worked with the Wairaki Polytech advising on sexual discrimination, sexual discrimination, sexual health and discrimination on the basis of the gender. Annette has been practising law since 1984 and is the Principal of her own law firm, Annette Sykes & Co.



Bonnie Castillo

Nurses standing together in global solidarity during COVID-19 and beyond

Bonnie Castillo, RN, is Executive Director of National Nurses United (NNU), California Nurses Association/National Nurses Organising Committee (CNA/NNOC), an all-registered nurse professional organisation and union with a membership of more than 155,000 nationwide.

Bonnie is globally recognised nursing and Labour leader, who was named as one of the TIME 100 most influential people in the world for 2020. She has also been profiled by The New York Times, The Washington Post, and other publications, and has frequently appeared as an expert guest on major news outlets, such as MSNBC.



Bonnie has led NNU through the union's response to COVID-19. Beginning January 2020, NNU wrote letters to every major organisation and government entity it could, demanding the highest level of protection for nurses and health care workers; held actions at facilities across the country; conducted surveys of nurses on the front lines; and tracked nurse and health care workers deaths from COVID-19.

Before being named as Executive Director in 2018, she was the Director of the Registered Nurse Response Network (RNRN), a disaster relief program run by NNU that places registered nurse volunteers where they are needed after man-made and natural catastrophes. She has coordinated RN volunteers to help in the aftermath of the Haiti earthquake, super typhoon Haiyan, hurricane Katrina, Harvey (Texas) and Maria (Puerto Rico); and elsewhere.

Bonnie also held the positions of CNA/NNOC director of Government Relations and NNU Director of Health and Safety. She has been with CNA/NNOC for almost two decades in a number of important capacities, working her way up into the leadership of the organisation from her early days as a registered nurse member who helped to unionise her facility, to staff and then Lead Organiser, to a Director, and now to her current position as Executive Director. CNA/NNOC is the nation's largest, state-based union of direct-care RNs, with more than 100,000 members in all 50 states.

Tracy Haddon

Ngāpuhi hapū, Ngāti Whaarara, Ngai Tū, Ngati Ue, Ngāti Pākau

Tracy (RN, BN, PGDipHSM, PGDipQualSys), is the te Kounga me te Kaiwhakahaere Ratonga Māori, the Quality and Service Improvement Manager Māori at Pae Ora Paiaka Whaiora Hauora Māori, the Māori Health Directorate, MidCentral District Health Board. She is also the proxy for Te Rūnanga Central Regions, and te Rōpu Kaiarahi, Māori Adviser to the Nursing Education and Research Foundation (NERF), and Vice-President to No Ngā Hau e Whā Māori Women's Welfare League Peka in Te Papaioea. Tracy has four daughter and one son and and raised her teina in partnership with her hoa rangatira Miki. Tracy comes from a big whānau and is second eldest out of eight and has five whangai sisters.



Fun facts about Tracy, she loves to cook and often finds herself in the kitchen on her marae Te Whakarongotai, when she goes back up north. Her favourite place in the world to be is standing on the marae atea – Kokohuia, leaning on the fence looking at the sand dunes in the Hokianga with the warm sun on her face listening to the manu and looking out over the whenua she calls home.

In 2020, Tracy undertook her research to complete her Master's in Business (Management). Her thesis question was: Determining the value of Māori Nurses in the workplace in Aotearoa. The research took place under what Prime Minister Jacinda Arden coined level 2.5. In the space of two-weeks 342 people had completed the online survey of which 333 were identified as Māori Registered Nurses or Māori Registered Nurses with dual competencies. These responses were used to examine the perspective of Māori Registered Nurses. Also identified were the experiences of Māori nurses and the impact on career advancement, use of tikanga in practice, cultural identity, professional development, and racism and discrimination within their work environment. Tracy would like to thank te Poari and Te Rūnanga for the opportunity to present her findings at the Indigenous Nurses Hui 2020 and a special thanks to all who participated and supported her research.

Te Rūnanga Regional Awards

Services to Tōpūtanga Tapuhi Kaitiaki o Aotearoa Te Rūnanga



He aha te mea nui o te ao He tāngata He tāngata He tāngata
What is the most important thing in the world it is people it is people it is people

“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

As indigenous nursing professionals we are committed to reaffirming our rights under the United Nations Declaration of Indigenous people’s article 3, to self-determine, and this will underpin any future Māori nursing strategy. Just as our early Māori nursing pioneers, like Akenehi Hei realised, we have nothing to fear when moving forward, our tipuna made the sacrifice, we must ensure our future mokopuna, whānau, and hapū and iwi receive the best health care available in Aotearoa.

The tensions of being a nurse and being a Māori nurse, has often been raised at Te Rūnanga Hui. The ability to work in two worlds has been long reflected in our bicultural heritage which has long documented the tensions between western ideologies and Māori models of wellbeing.

Te Poari know that Māori nurses add value and make a difference to the health and wellbeing for all people of Aotearoa, but we also recognise sometime achieving this comes with making some personal sacrifices and challenges.

These presentations are in recognition of regionals members who have supported member’s within their rohe by contributing to the development of:

- Māori workforce development;
- Poipoia kua Puāwai – tuakana teina support; and
- Responsiveness to Māori members and whānau, hapū, Iwi initiatives.



Tapuhi Kaitiaki Awards

PHARMAC, in conjunction with Te Poari o Te Rūnanga o Aotearoa New Zealand Nurses Organisation (NZNO), established the Tapuhi Kaitiaki Awards **in recognition of the positive influence Māori nurses** have on whānau and the role they play as key influencers on health outcomes.

The awards are to support NZNO Māori nurses to continue their studies and their clinical practice. They will provide tautoko and manaaki for Māori nurses for their ongoing development in the New Zealand health system. The awards will be run annually, and presented at the Indigenous Nurses Conference.

Tapuhi Kaitiaki awards are be in two different categories:

Category 1 - Nurse Practitioner or Nurse Prescribing Awards

The exciting development of designated nurse prescriber roles means that more nurses will be able to move to prescriber status more quickly. This award acknowledges those Māori nurses who are on a professional development journey to become a nurse prescriber to advance their clinical practice and expertise.

Category 2 - Māori Nurse Mātauranga Awards

These awards were open to nurses (enrolled and registered) and tairā. Nurses and tairā who wished to further their study and/or would like to develop an innovative way to assist whānau, hapū and iwi to access and understand their medicines.

Zoom Etiquette

Think of a Zoom Meeting as a face-to-face meeting and conduct yourself as you would if you were all present in the same room. In addition there are some additional useful tips below to observe to help ensure the meeting goes smoothly for all involved:

- Join early – up to 5 minutes before the meeting start time
- If you haven't used Zoom before click the link to download Zoom prior to the day of the meeting and familiarise yourself with any features you may need to use on the day – mute/unmute microphone, stop/start video, screen share etc.
- Have your video on unless you are experiencing connection issues
- Find a quiet space without interruptions / background noise
- Have a plain background – avoid backlight from bright windows
- Have good lighting on your face so you can be seen clearly
- Adjust your camera to be at around eye level if possible – especially take note of the angle of your laptop screen if using the built-in camera.
- Mute your microphone when not talking
- Try to avoid talking over / at the same time as other participants
- Be aware you are on camera and try to avoid doing other tasks, checking emails, looking at your phone etc.



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