



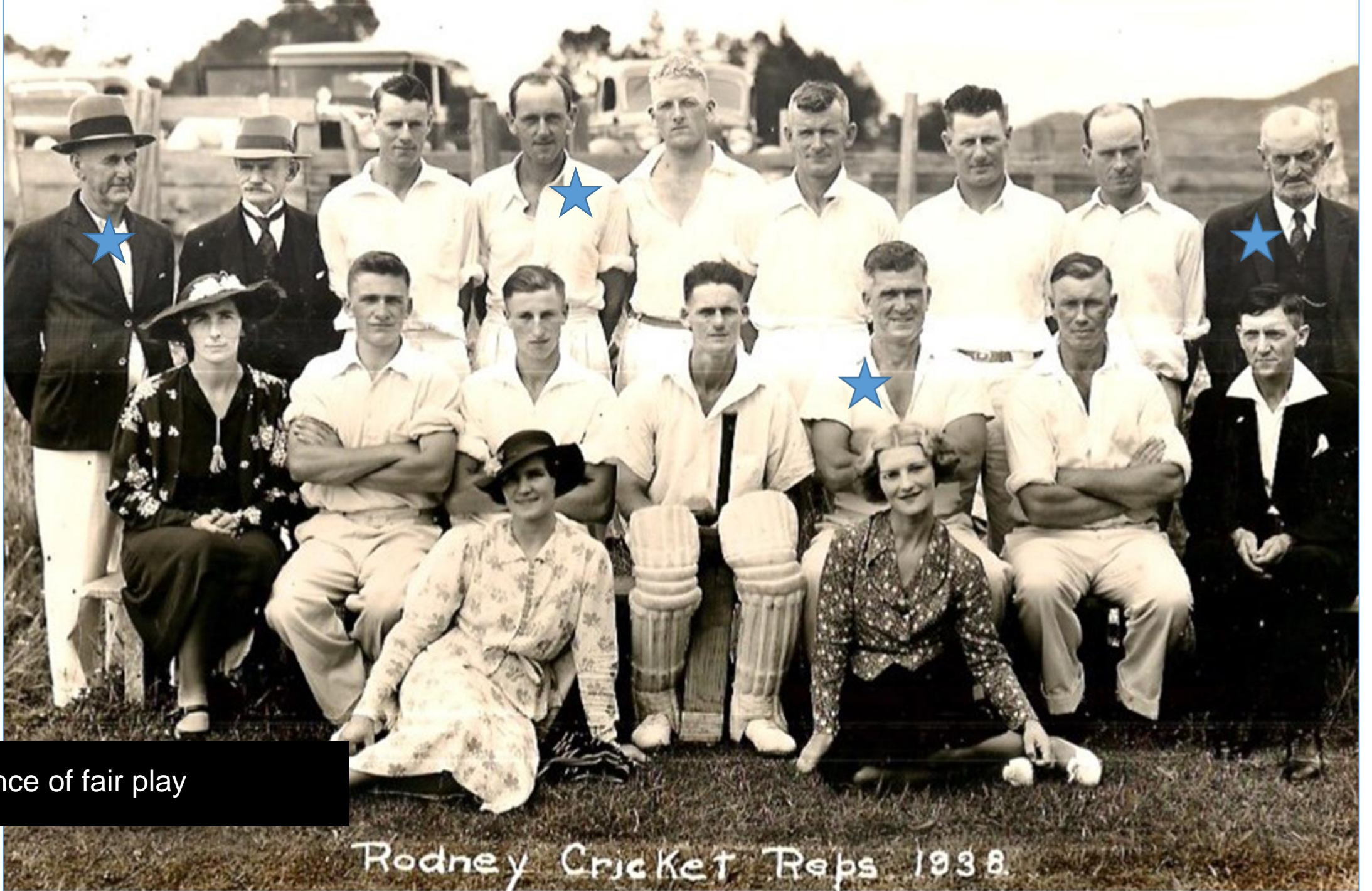
**AUT**

# Health promotion, nursing & the pursuit of equity

Dr Heather Came

**NZNO Annual Conference 16<sup>th</sup> September 2015**





The importance of fair play

Rodney Cricket Reps 1938









Dr Irihapeti Merenia Ramsden  
Ngai Tahu Rangitane  
24.2.1946 - 5.4.2003

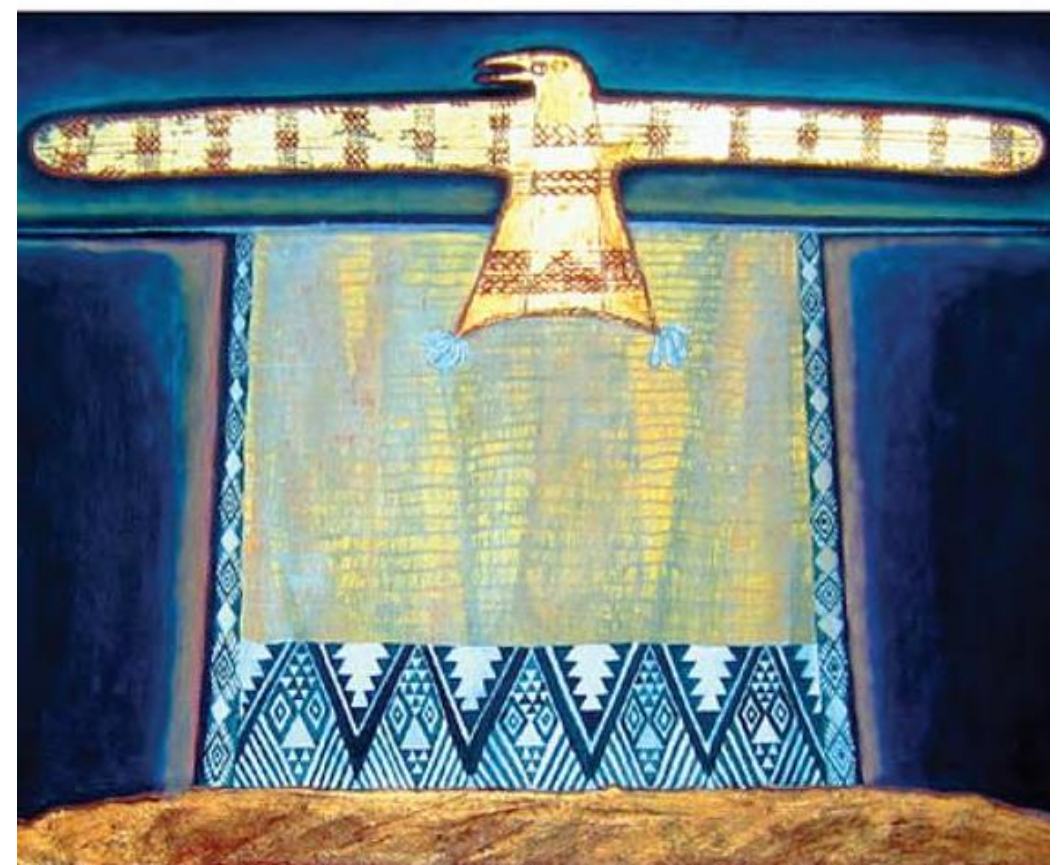
# CULTURAL SAFETY

## IN AOTEAROA NEW ZEALAND

SECOND EDITION

EDITED BY  
**DIANNE WEPa**

Foreword by Paul Spoonley



Wepa, D. (2015). *Cultural safety in Aotearoa New Zealand* (2nd ed.). Auckland New Zealand: Cambridge University Press.

# Health promotion is...

- The art and science of enabling communities to take control over their health – empowerment & collaboration
- Removing barriers to health and wellbeing - advocacy
- Social justice, inclusion, diversity
- Planning and evaluation
- Brokering, collective impact
- **Relationships**
- Te Tiriti o Waitangi



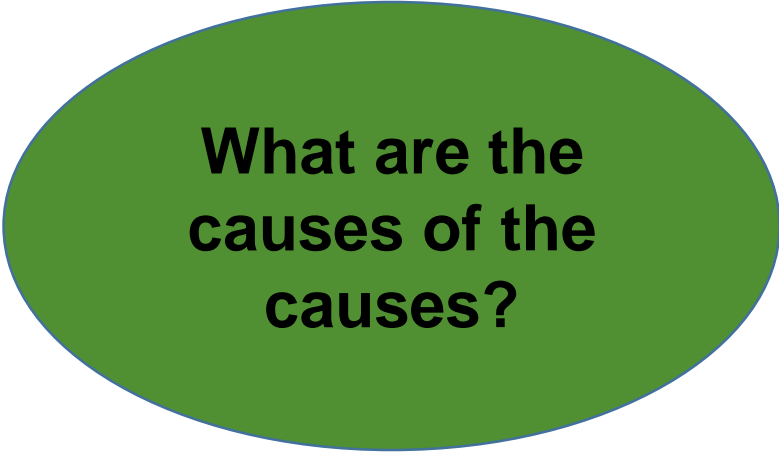
**Set of political &  
cultural  
competencies  
informed by values**

Signal, L., & Ratima, M. (Eds.). (2015). *Promoting health in Aotearoa New Zealand*. Wellington, New Zealand: Otago University Press.



# Moving past rhetoric: health Inequities

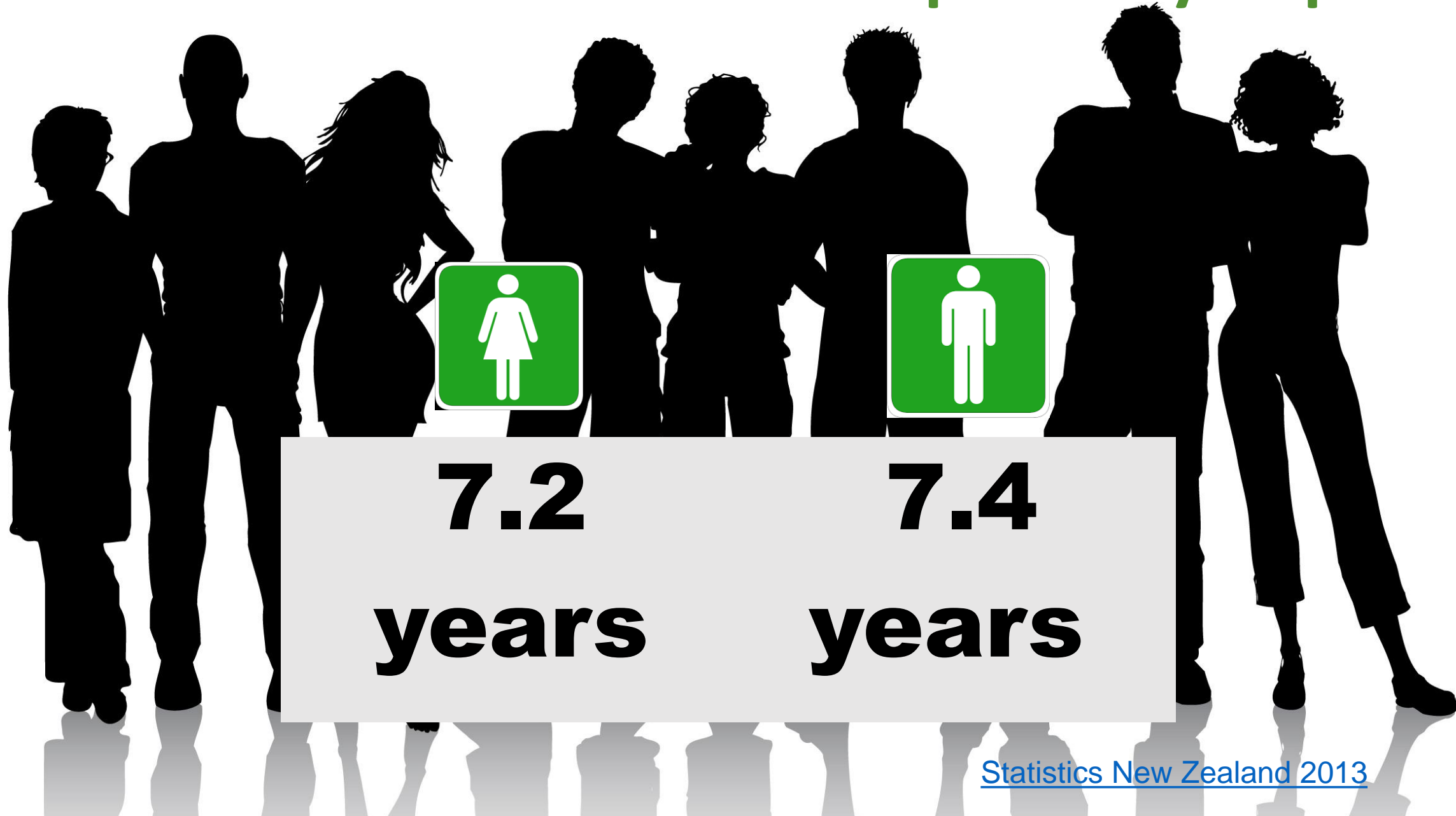
- Mason Durie – diverse Māori realities
- Ricci Harris et al – personally mediated racism within clinical settings
- Cindy Kiro – the historical determinants of health
- Camara Jones – the social determinants of equity - racism
- Michael Marmot – the social gradient of health



**What are the  
causes of the  
causes?**



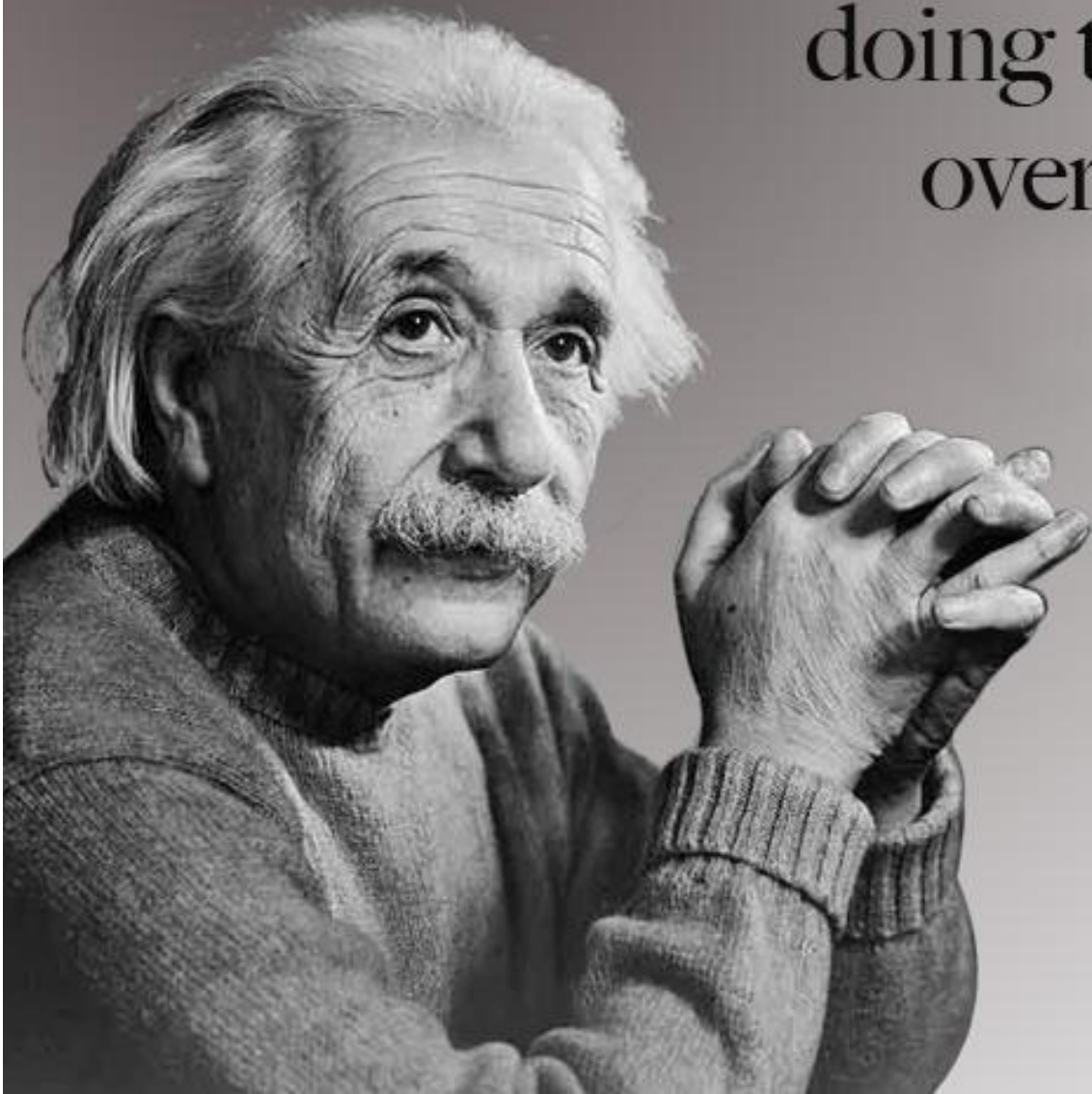
# Māori & non-Māori Life Expectancy Gap



# INSANITY:

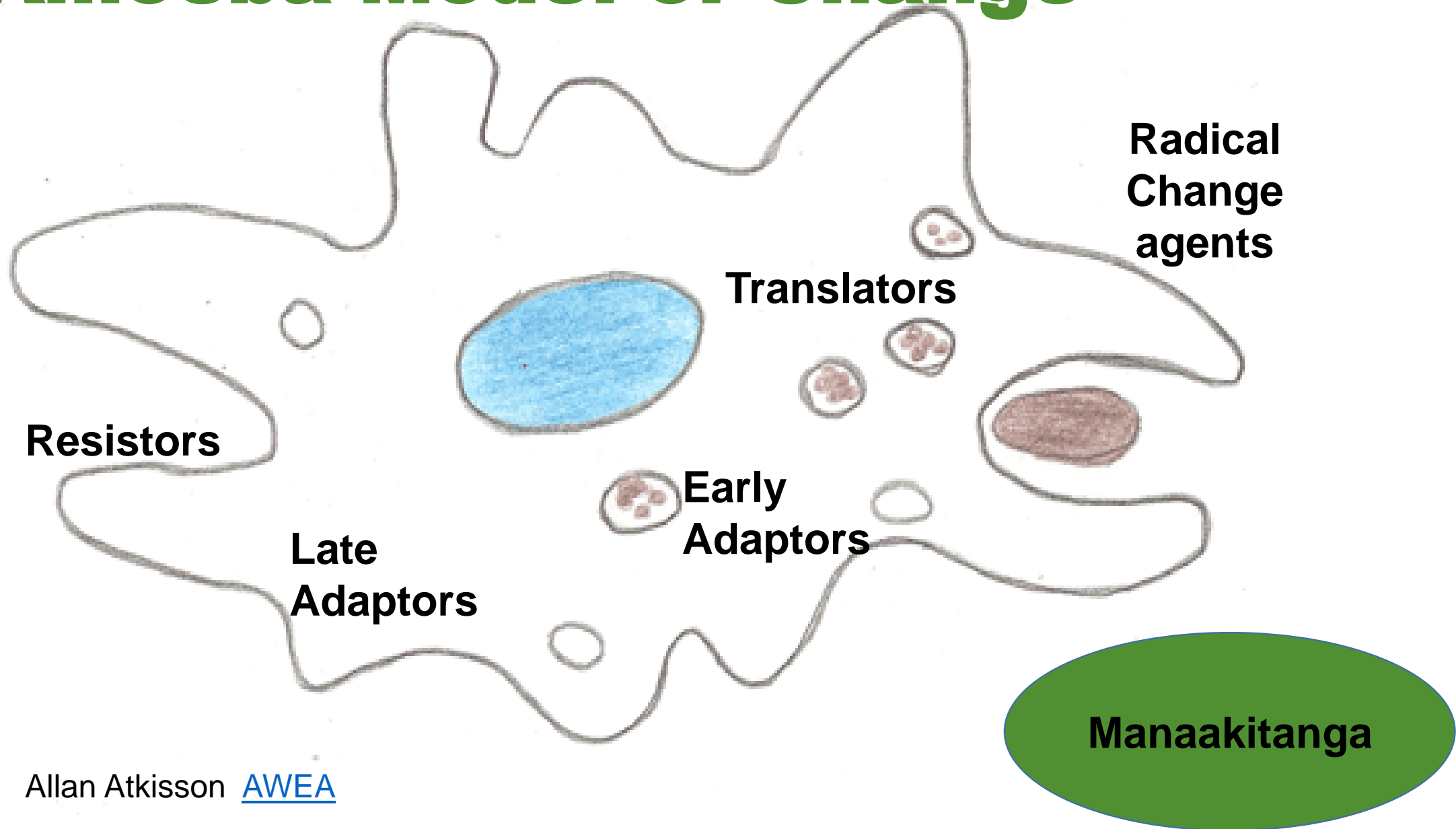
doing the same thing over and  
over again and expecting  
different results.

*~ Albert Einstein*





# Amoeba Model of Change



# Strengthening Antiracism Praxis

- Whanaungatanga
- Learn our colonial history
- Power-sharing and redistribution of resources
- Reflective practice
- Engage in decolonisation
- Become familiar with the tools of structural analysis
- [Came and da Silva](#)



Get your house  
in order



# Colonisers and colonised

- Paulo Freire – co-intentional relationships
- **Negotiated** with indigenous partners
- Different roles for the descendants of the colonised and the descendants of the colonisers
- Te Tiriti o Waitangi
- Jen Margaret – [Working as Allies](#)
- Clare Land - [Decolonizing Solidarity](#)



**Accountability**

# What are your spheres of influence?



**Play to  
your  
strengths!**

Adapted from Covey, S. (1990). *Seven habits of highly effective people*. New York, NY: Simon and Schuster.



# THE WHITE COAT HIERARCHY OF PERCEIVED IMPORTANCE



ATTENDING



RESIDENT



PHYSICAL THERAPIST



PHARMACIST



LAB TECH



MED STUDENT





# Who is (not) at the table?



Use your pass  
the butter voice

Practice  
having  
difficult  
conversations

## Open doors for others

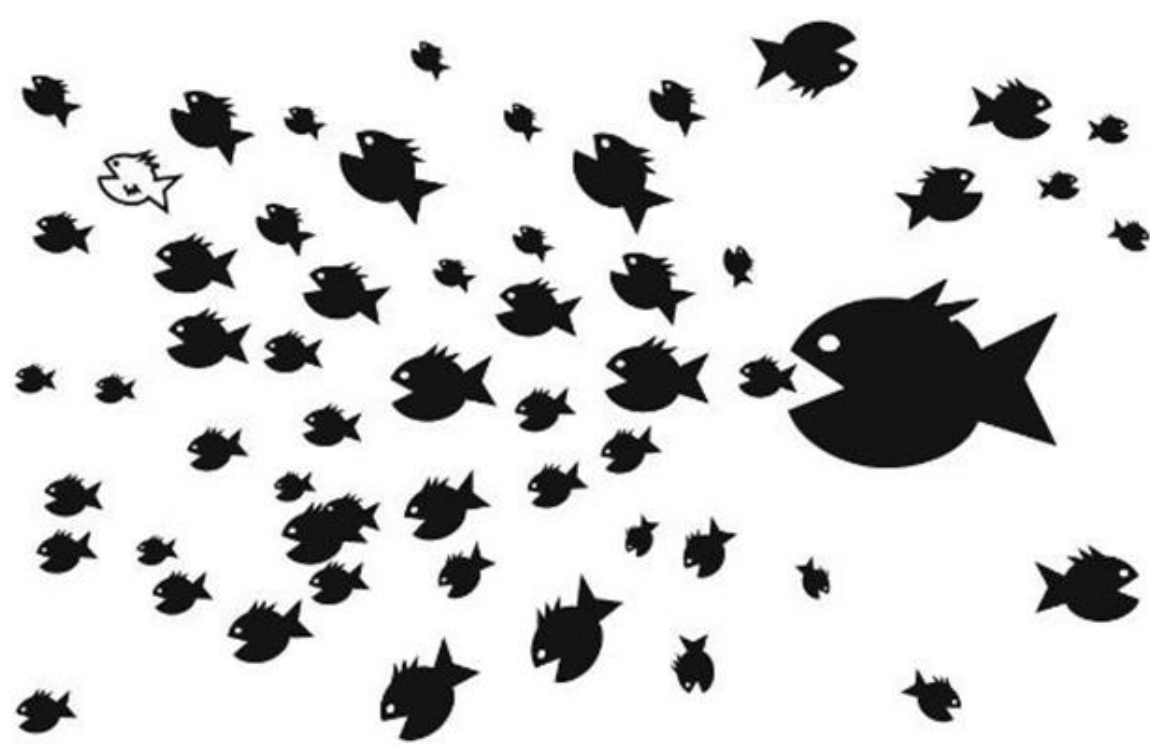


**Use stories  
that move  
people**

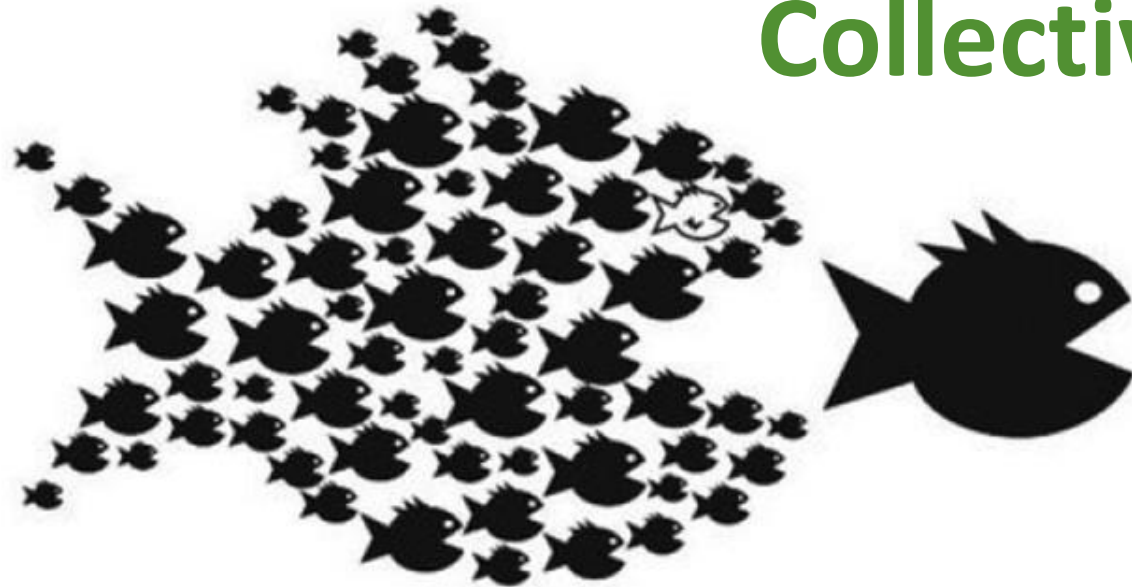
If you think you are  
**too small**  
to make a difference,  
try sleeping with  
**a mosquito**

- Dalai Lama

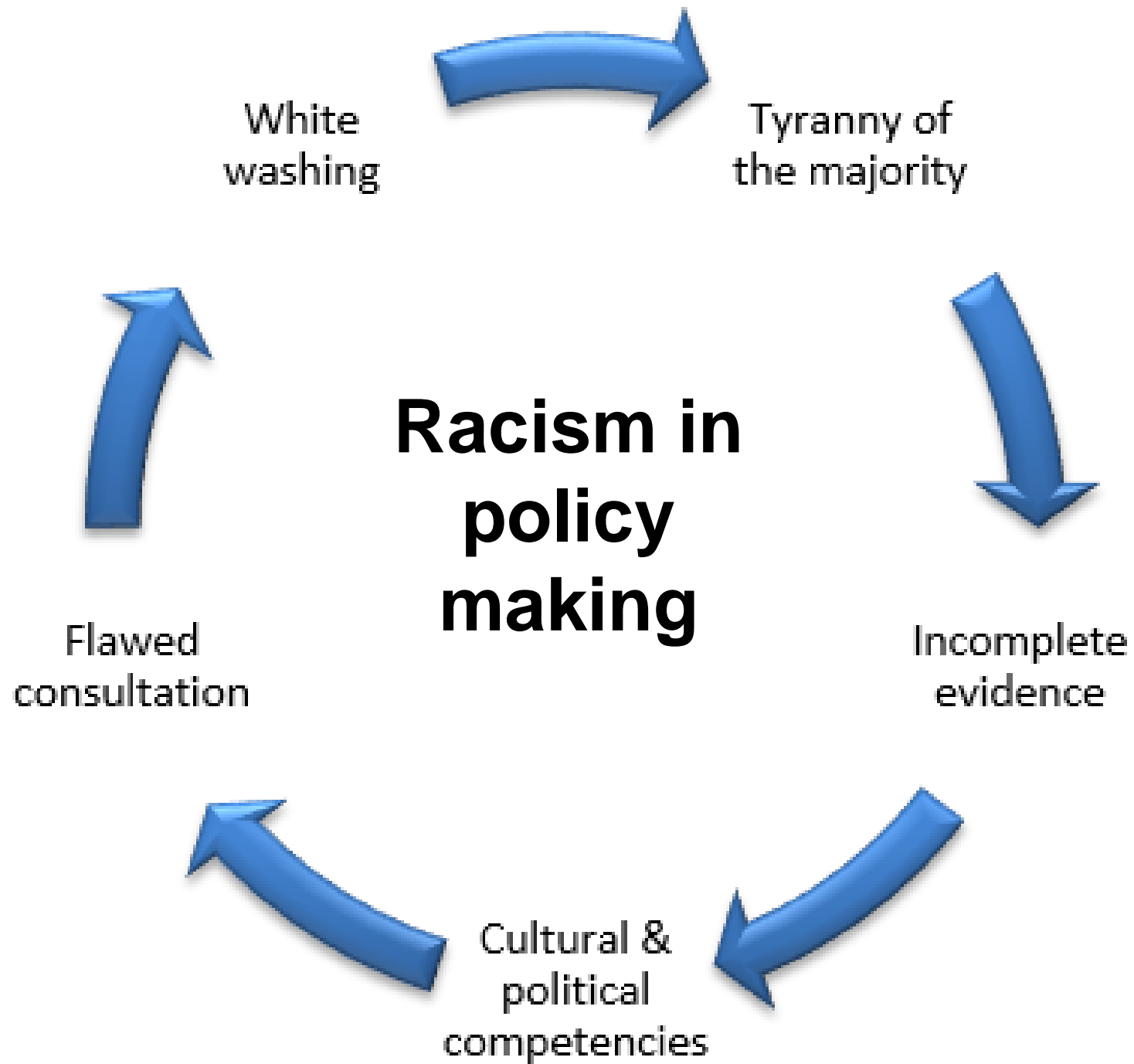




Collective action







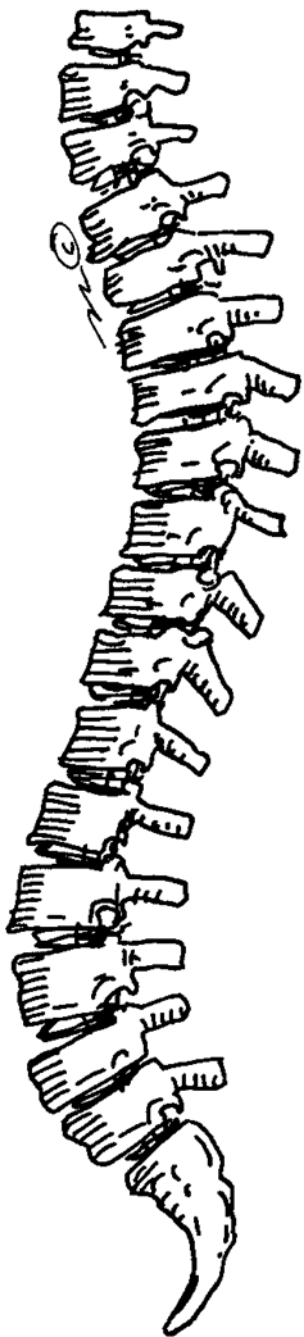
# Tools to enable health equity

- [The Health Equity Assessment Tool](#)
- [He Taura Tieke](#)
- [Treaty Understanding of Hauora in Aotearoa New Zealand](#)
- [Whānau Ora Impact Assessment](#)

- 

How is  
racism  
residing  
here?





Nicole Coupe  
Derek Griffith  
Emma Rawson  
Trevor Simpson  
Tim McCreanor  
Claire Doole  
Lisa McNab  
Heather Came  
Grant Berghan




*HEALTH  
EQUITY  
NOW*

**STIR**  
STOP Institutional Racism

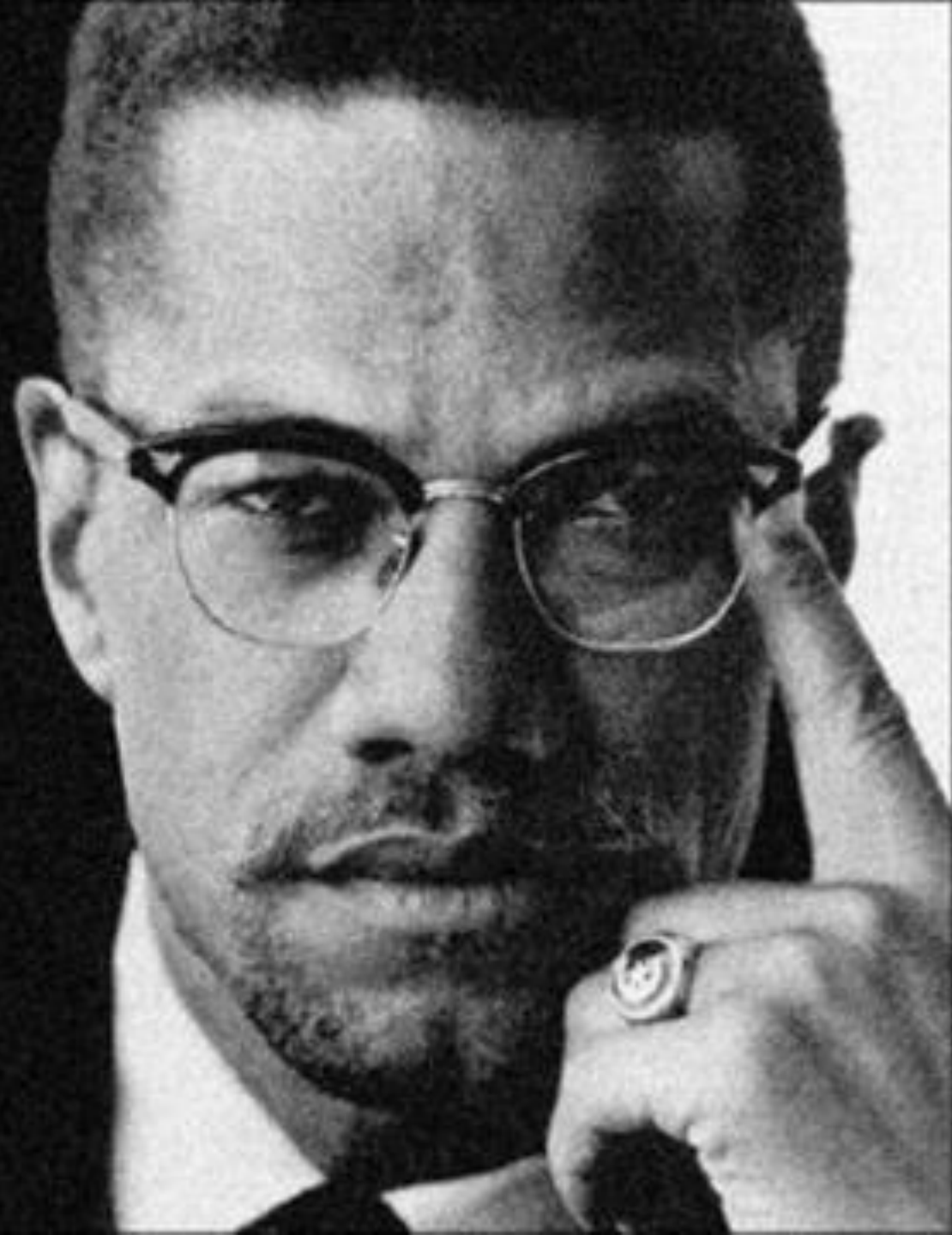
Heather.came@aut.ac.nz



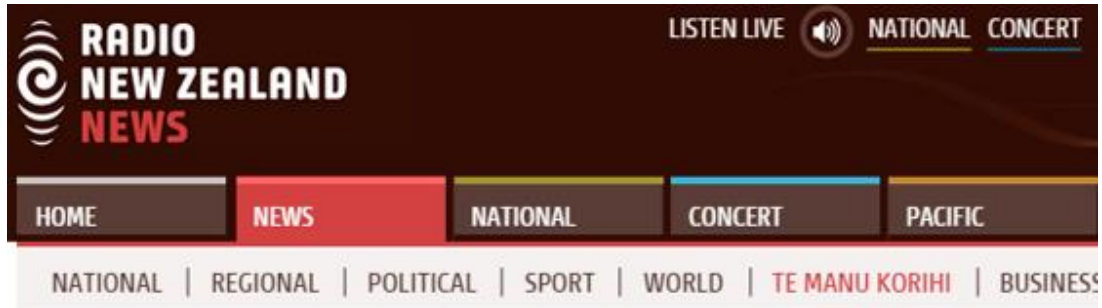
A decorative vertical border on the left side of the image, composed of a series of green triangles and diamonds of varying shades, creating a pixelated or mosaic-like effect.

“The future  
belongs  
to those  
who prepare  
for it today.”

—Malcolm X







## Māori nurses 'paid significantly less'

Updated at 7:47 pm on 10 August 2015



Jo O'Brien, for Te Manu Korihi - (jo.o'brien@radionz.co.nz)

A nurses' conference has heard how the pay gap suffered by Māori nurses is forcing them to take on second jobs to make ends meet.



# TO DO LIST

- Continue to pursue pay equity
- Develop a policy/plan
- ...come join us at anti-racism masterclass 27-29<sup>th</sup> Nov
- Avoid inaction ...





# References

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