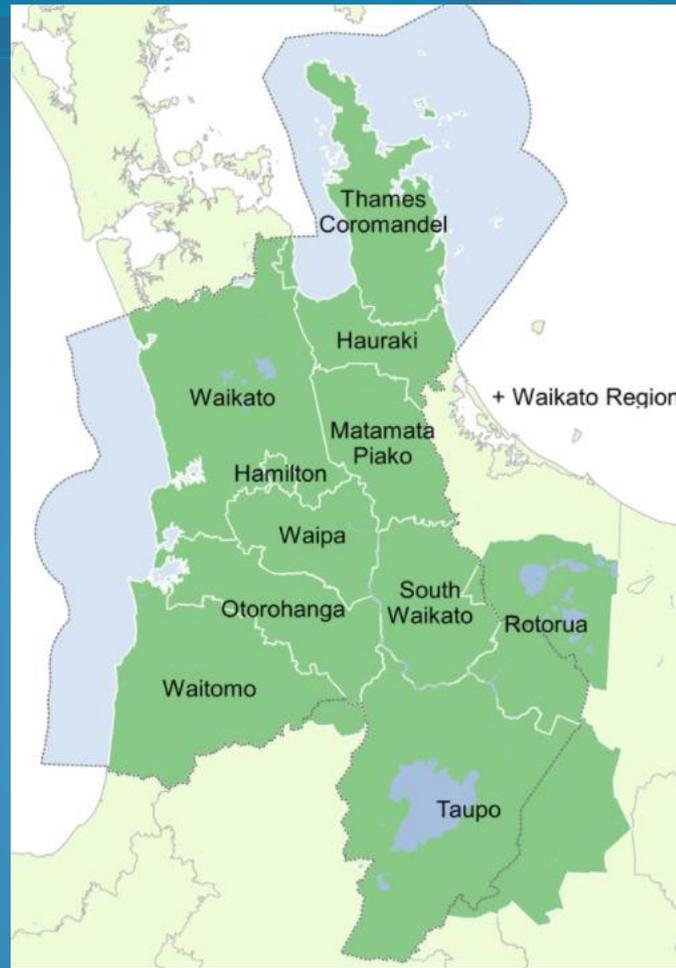


# Nursing contribution to equity for high need populations



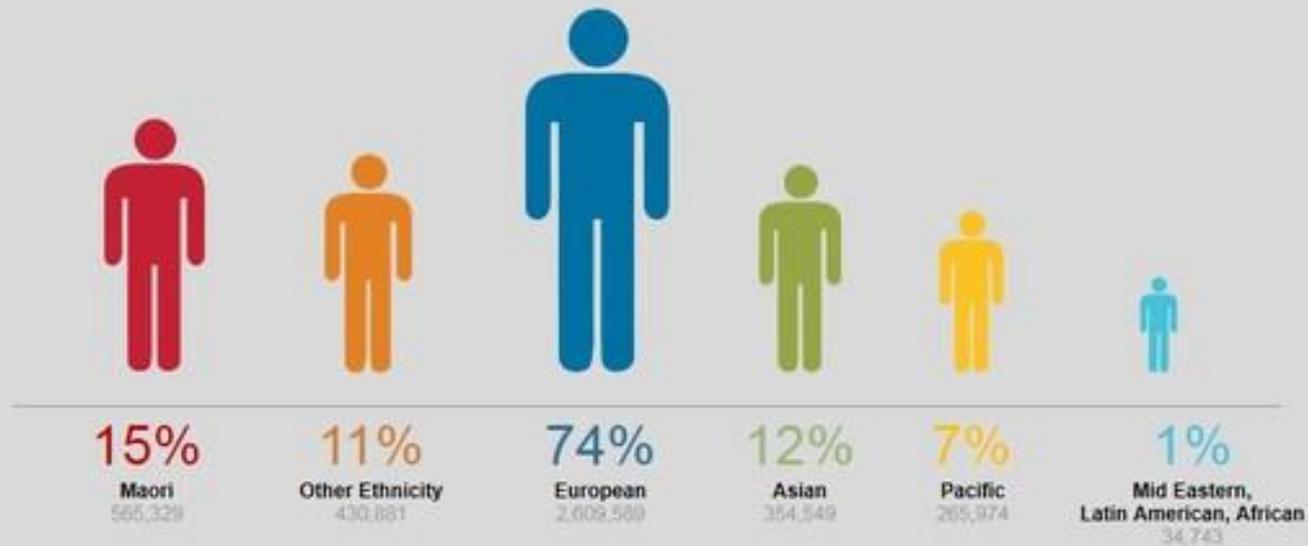
# Key focus of presentation

- Overview of the diversity and needs of the population
- Understanding of equity vs equality
- Acknowledging what nurses bring to their practice and how this may enhance or hinder client-nurse relationships
- How nurses can contribute to improving equity individually and collectively

# CULTURAL DIVERSITY GROWING

## Ethnic Composition of New Zealand

2013 census data

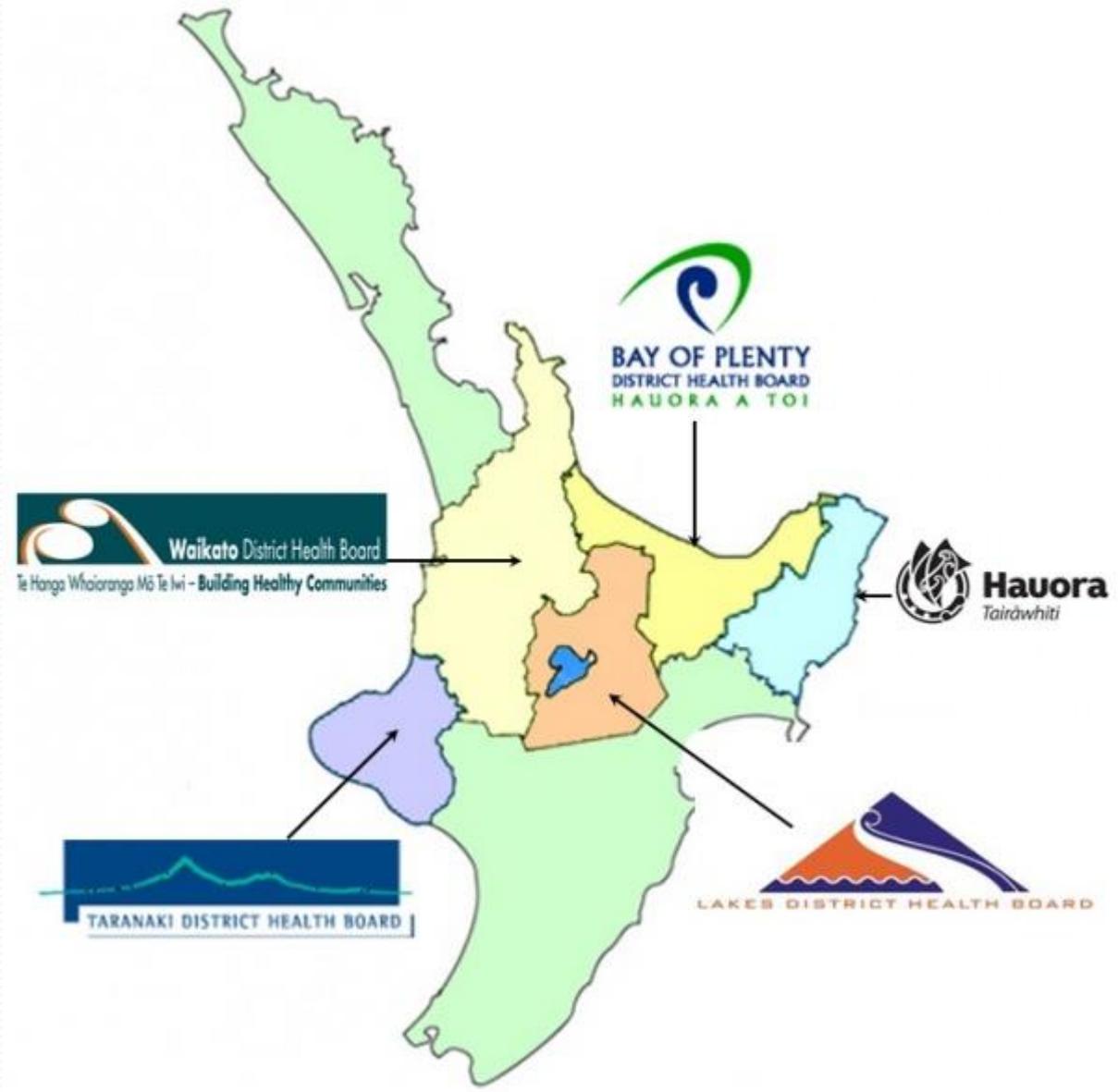


Source: Statistics New Zealand Census 2013. Total is more than 100% because some people report more than one ethnicity.

## POPULATION

### Waikato DHB Key demographics

- Population getting proportionately older
- 60% live outside main urban areas
- 23% Māori
- 3% Pacific
- Larger proportion of people living in high deprivation



# Equity vs Equality Quiz

**Complete the following by adding equity or equality**

1. .... Is about sameness
2. ....is about fairness and justice
3. ....does not look at what is needed for an individual
4. ....justifies things on the basis of quantity
5. ....makes sure what is needed and in which quantity to an individual
6. ....is subjective, it differs from situation to situation and from person to person
7. ....focuses on need and requirement of an individual and is known as a needs based approach
8. ....identifies the differences and tries to reduce the gap between the groups

# Equity vs Equality cont.

9. ...can only work if everyone starts from the same place
10. Providing extra classes for students who may need support to meet their needs is an example of ....
11. A city council creates a policy requiring that all new housing developments include recreation centres. The policy is designed to increase opportunities for physical activity, which contributes to healthier weights and better health in general for members of these communities.

***Is this Equity or Equality?***

12. Health services are less likely to be accessible for Māori compared with non-Māori over the life course, beginning prior to birth.

***True or False***

13. Health services provide the same benefits for Māori.

***True or False***

## Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

## Equity



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.

## Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

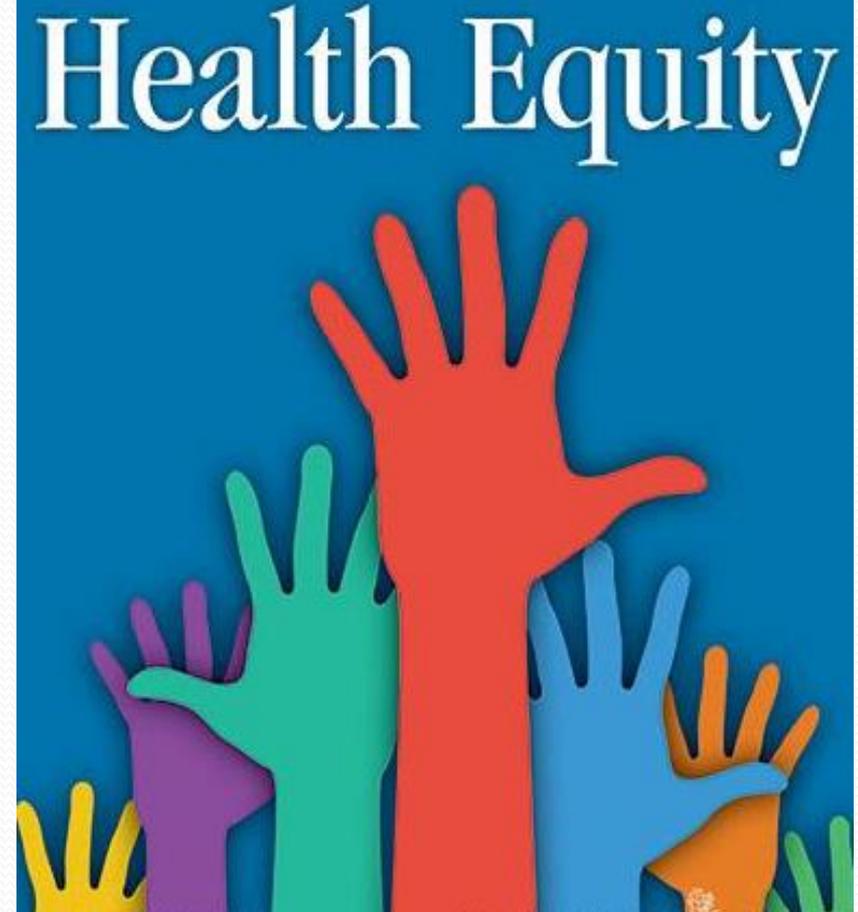
## Evidence that supports inequity in health services

- 2018 Government Inquiry into Mental Health and Addictions
- 2019 A view on Māori health equity (Health Quality and Safety Commission New Zealand)
- 2019 Waitangi Tribunal Claim WAI2575
- 2020 Health and Disability System Review (Simpson Report)

# Māori Health Funding

- In 2017–18 PHOs received \$907 million in capitation funding. \$167 million went to Māori patients enrolled in both Māori and non-Māori PHOs.
- The four Māori PHOs received \$28.7 million &, based on the number of Māori enrolled in those organisations, \$10.17 million was spent on Māori patients of PHOs. (p57).
- Prof Jackie Cumming - Māori health providers get 1.86% of Vote Health. Increases in health spending each year are not always matched by increases in spending on Māori health providers.

Nursing  
contribution to  
improving health  
equity for Māori  
and other high  
need populations

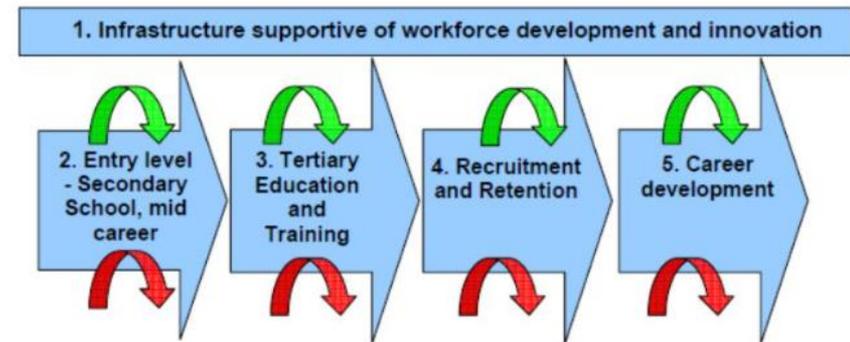


# Nursing Workforce

- Introduction of Kawa whakaruruhau cultural safety in 1990s
- Nursing training- undergraduate and post-graduate
- Culturally responsive workforce
- Nursing workforce that reflects the population by 2028 (MOH)

## Workforce Development

Understanding the pipeline



Nurse Executives of New Zealand Inc.  
DEVELOPING NEW ZEALAND'S NURSING LEADERS

# Understanding culture

A culture is a way of life of a group of people- the behaviours, beliefs, values and symbols that they accept generally without thinking about them and are passed along by communication and imitation from one generation to the next



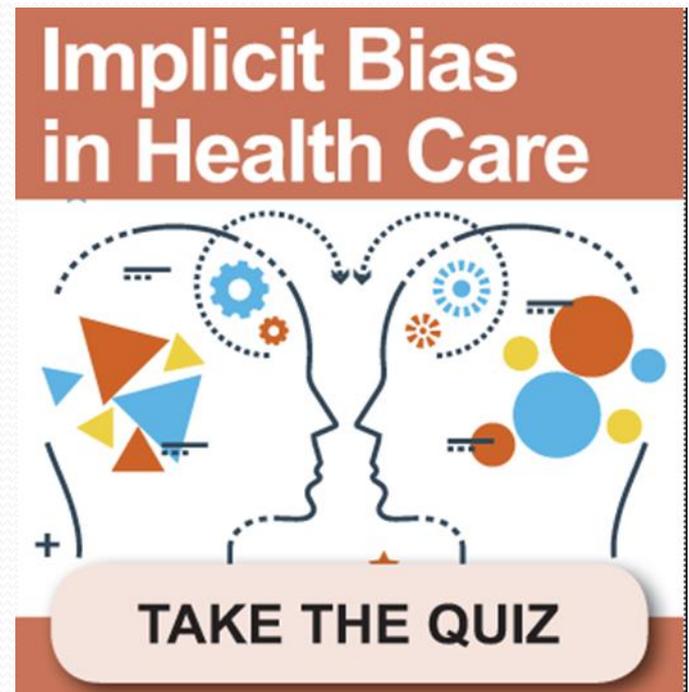
# Self Awareness

- To understand others we must first understand and acknowledge our own values, beliefs and biases and how these may influence our engagement and communication with others from diverse cultural backgrounds.
- If we continuously try to interpret another's behaviour using our own culture as a reference for what is normal, misunderstanding will occur



# Unconscious bias

- Social stereotypes about certain groups of people that individuals form outside their own conscious awareness
- Prejudice or unsupported judgments in favour of or against person or group as compared to another in a way that is usually considered unfair
- Result of unconscious bias means certain people benefit and other people are penalised
- Can introduce unintentional discrimination and result in poor decision making



# STRENGTHS-BASED APPROACH

## Individual strengths

Personal qualities

Abilities  
Talents  
Skills

Interests  
Aspirations

## 8 inseparable areas of life

Daily living  
Finances  
Work/education  
Social network  
Recreation  
Overall health  
Sexuality  
Spirituality

## Environmental strengths

Resources

Social network

Opportunities

## Desired results

- ✓ Better quality of life
- ✓ Personal accomplishments
- ✓ Recovery of power and social integration



**Whānau are leading healthy lifestyles**

**Whānau are participating fully in society**

**Whānau and families are participating confidently in Te Ao Māori - the Māori world**

**Whānau and families are economically secure and successfully involved in wealth creation**

**Whānau are cohesive, resilient and nurturing**

**Whānau and families are responsible stewards of their living and natural environments**

# Health Literacy: Definition

The ability of individuals to obtain, interpret and understand basic health information and services;

AND

Use such information and services in ways that enhance health.



# Summary

- Understand difference between equity and equality
- Acknowledge that one size does not fit all
- To get different outcomes we need to do things differently
- Reflect on how own values, beliefs and biases may influence how you practice
- Support inclusive environments for staff and patients
- Effective communication to understand patient/whānau experience and work with using strengths based approach
- Address labelling and stereotyping in workplace
- Improve health literacy and empower patients/whānau
- Identify inequities in own services and implement initiatives to improve equity for Māori and other high need populations

