



*PHA: Special Interest Group on Institutional Racism*  
**Annual Report –September 2019 – November 2020**

Formed in 2013 this PHA SIG is a nationwide network of public health professionals and activist scholars committed to ending institutional racism within the administration of the public health sector. In 2015 we rebranded as STIR: Stop Institutional Racism. The current membership is Claire Doole, Trevor Simpson (co-chair), Professor Tim McCreanor, Dr Maria Baker, Kate Matheson, Emma Rawson, Ngaire Rae, A/Prof Jacquie Kidd, Lisa McNab, Dr Nicole Coupe, Dr Manjeet Birk (seconded) and Dr Heather Came (Co-Chair). We acknowledge the contributions of Dr Sarah Herbert, Miriam Sessa who have moved on from STIR this year and thank them for their service and wish them well with their next chapters.

Special shout out to Grant Berghan who has stepped down as co-chair of STIR but been appointed as an inaugural Life Member of STIR. Many thanks for his sustained leadership in this space – “a legacy of tino rangatiratanga’.



Pictured: Kate & Kai Matheson, Ngaire Rae, Denis and Heather Came-Friar, Grant Berghan & Richard Pehi.

**1. Produce high-quality evidence about racism, anti-racism and te Tiriti o Waitangi application.**

It has been a productive scholarly year for the STIR core group. Highlights have been the preparation of a series of publications using a new methodology – Critical te Tiriti Analysis (CTA) - developed by Dr Heather Came, Prof Tim McCreanor and A/Prof Dominic O’Sullivan. This tool is a way of assessing whether a policy document is te Tiriti o Waitangi compliant using the five elements of *te Tiriti*. It is a five-stage process involving i) orientation ii) close reading, iii) determination, iv) strengthen practice and v) Māori final word.

**Came, H., O’Sullivan, D., & McCreanor, T. (2020).** [Introducing critical Tiriti policy analysis through a retrospective review of the New Zealand Primary Health Care Strategy.](#) *Ethnicities*, 20(3). 434-456. doi: 10.1177/1468796819896466

Subsequently we have used CTA to review the [2003](#) and [2019](#) cancer control action plans as part of preparing further evidence for the WAI 2575 Waitangi Tribunal Hearings. Both CTAs have been published in the *Journal of Cancer Policy*. Not yet published, we have also completed CTAs of the NZ Disability Strategy, 18 regulated health practitioner's competency documents and raw data from a qualitative study. We understand CTA is also been used to review university health curriculum and has been picked up by at least one central government agency.

The beauty of CTA is that it allows a critique of policy, but it is also positive in that the review requires the reviewers to offer recommendations to strengthen the policy. It also affirms tino rangatiratanga by the final stage where a Māori scholar holds the pen and elevates what they see as the key parts of the review.

STIR members have completed a critique of the Simpson-led health sector review report which is now under review. We have published a paper about the implications of the Waitangi Tribunal WAI 2575 stage one report for decolonising health systems in [Health and Human Rights](#). We have a paper about the implications of the Matike Mai constitutional transformation report in press with the *Journal of Bioethical Inquiry*. We are also currently finalising a paper we believe is likely to be an important contribution to *te Tiriti* scholarship critiquing the 2019 Cabinet Circular about the implications of *te Tiriti o Waitangi* for public policy.

Our paper from last year about ethnic inequities in [advanced breast cancer](#) has been published in NZ Medical Journal and another paper about [the representation of Māori in colonial health policy](#) from 2006-2016 in Critical Public Health.

Over the summer of 2019-2020 we worked with Shane Dixon to complete our regular nationwide survey of public health providers. We have a range of papers to be finalised from this study; including the main quantitative analysis and a series of papers about how Pacific health providers, primary health organisations, non-governmental organisations and public health units are working with *te Tiriti o Waitangi*.

STIR members have also been involved in a substantive pilot study preparing for our bigger grant bid yet about re-imagining anti-racism praxis amongst health professionals. We have several papers under review related to this and our funding proposal is through to the final round.

As a follow up from the international anti-racism think-tank we have developed an emerging allegory about decolonising the NZ health system "[From gorse to ngahere](#)". We hope to make a video version/ppt show of this paper so it can be used by educators.

Thanks to our collaborators and core group activist scholars for their contributions to this significant body of scholarly work. Co-authors included Alex Hotere-Barnes, Dr Maria Humphries, A/Prof Dominic O'Sullivan, Prof Tim McCreanor, A/Proj Jacquie Kidd, Dr Maria Baker, Trevor Simpson, Dr Emmanuel Badu, Dr Julia Ioane, Ngaire Rae, Claire Doole, Leanne Manson, Deborah Heke, Dr Sarah Herbert, Teresa Goza, Irene Kereama-Royal, Sara Jones, Elisa Wijohn and Dr Libby Burgess.

## 2. Influence and mobilise the health sector to eliminate racism

STIR members continue to consistently speak out about racism. We have appeared in 3 TV interviews, 9 radio interviews and 11 other media interviews. Many of those interviews pertained to a paper we published around ethnic pay disparities. This paper exposed that Māori and Pacific people working in district health boards are 56 and 71 times less likely than others to be paid over \$100,000 respectively.

**Came**, Badu, E., Ioane, J., Manson, L., & McCreanor, T. (2020). [Ethnic pay \(dis\)parities in the public sector leadership from 2001-2016 in Aotearoa New Zealand](#). *International Journal of Critical Indigenous Studies*, 13(1), 70-85. This year our co-chair has appeared in two episodes of Alice Sneddon's funny and political sharp Bad News. This first addressed [Healthcare inequities](#) and the second [te Tiriti partnerships](#).

He Homiromiro our virtual decolonisation reading group delivered in collaboration with Tāmaki Tiriti Workers continues to go from strengthen to strength. The network now has over 100 members and we have a hard core of regular attendees both local and international. Thanks to Alex Hotere-Barnes in relation to his leadership of this network.

STIR members have presented on racism, anti-racism and *te Tiriti* application to Pinnacle, Hauraki PHO, NZ College Public Health Medicine, Health Promotion Agency, Health and Disability Commissioner's Office, Auckland Regional Public Health Service, Te Rau Ora, Occupational Therapy NZ Whakaora Ngangahau Aotearoa, Te Tumu Whakare, Combined Trade Union Affiliates National Hui, Cancer Society – Canterbury West Coast Division, Waitemata DHB, AUT Teaching and Learning Conference, Child Youth Mortality Review Panel Annual Workshop, Quality Health and Safety Commission, Royal Australasian College of Physicians Annual Hui, World Congress of Public Health and the Māori Oral Health Equity Symposium.



Jacque Kidd and Heather Came-Friar with the crew from Auckland Regional Public Health Service after a Critical *te Tiriti* Analysis workshop.

In the next few months, we are presenting at the Settler Responsibilities for Decolonisation conference, and the 9<sup>th</sup> Biennial International Indigenous Research Conference. Likewise, in partnership with Tāmaki Tiriti Workers STIR is leading a sold-out three-day anti-racism retreat in early December to build capacity in relation to anti-racism praxis. This retreat will be led by Miriam Sessa, Heather Came-Friar and Trevor Simpson.

STIR members (Maria Baker, Sarah Herbert, Emma Rawson, Lisa McNab and Heather Came-Friar) completed a significant evidence-based submission to the Inquiry into Health Inequities for Māori to Māori Affairs Select Committee on behalf STIR.

STIR continues to take up opportunities to collaborate and build relationships within and beyond the health sector. We have met with senior Crown officials from a range of agencies. Our work has been cited in publications by the Waitangi Tribunal, Quality Health and Safety Commission and the Ministry of Health over the last year. We are pleased to see the priority given to addressing racism within the [Whakamaua: Māori Health Action Plan 2020-2025](#) and the [WAI 2575 report](#). We believe the planning to develop a National Action Plan to End Racism is now underway, and STIR looks forward to engaging and influencing this process and the content.

A major undertaking of STIR this year was our involvement in [Te Tiriti Based Futures: Anti-Racism 2020](#) a significant anti-racism virtual event from March 21-30<sup>th</sup> 2020 to mark Race Relations Day. The project was led by a small core group and involved 43 partner organisations from unions, community groups, professionals' bodies Te Rūnanga o Ngāti Whātua and the Human Rights Commission. Covid19 effected the event which involved 48 local and 11 international speakers with 29 different webinars chairs. Formats ranged from formal academic presentations with questions and answers, to story-telling and chair-led fireside chats. The programme included discussions and

reflections regarding diverse forms of Māori and indigenous self-determination in health, education and the natural environment, structural racism, white privilege, being an effective ally, New Zealand wars and decolonisation praxis.

Across the virtual event we had over 15,000 registrations. An active [Facebook](#) page was build that at the time of writing has 4,250 members. Two decolonisation posters were developed by Dr Jenny Rankine (see below); one for organisations and one for individuals that could be downloaded or ordered through [a partner organisation](#). Where presenters consented, the webinars were recorded and uploaded onto a [YouTube channel](#) as permanent teaching and learning resources for those doing decolonisation education. The channel currently has 936 subscribers. An evaluation of the event is currently being finalised and our intention is to tautoko this biennial event.



### 3. Expand and strengthen the capacity, effectiveness and infrastructure of STIR to end racism

STIR is in the process of finalising a future-focussed strategic plan. As part of this process we recently undertook our first-ever survey of STIR Associates to find out more their areas of interest and to get a clearer picture of the expertise of our people. This survey being analysed at the time of writing will inform how STIR engages going forward. The core group continues to meet regularly and strengthen our connections across the sector.

STIR continues to have a strong social media present with 621 members of our closed Facebook page and visually attractive, informative [website](#) that has frequent visitors.

STIR recently conducted a survey of our Facebook members to find out more about the people interested in and supporting our kaupapa and how we might be able to connect with them to help Stop Institutional Racism. We have received 29 responses to date. The main findings are that people are keen to connect with STIR and have skills, knowledge and time to contribute to the kaupapa. Engaging and mobilising this interest will be developed within the next 12 months.

Dr Manjeet Birk is a Canadian feminist critical race scholar is currently being hosted by STIR members during her postdoctoral fellowship in Aotearoa. She recently completed her doctoral research at the University of British Columbia Canada where she focused on the impact of racism in the lives of racialized and Indigenous feminist activists. Using critical race theory, feminist anti-racist theory and Indigenous ways of knowing Manjeet looked to understand the systemic nature of racism and the mechanisms of its operation in their work as service providers, activists and community organizers working with predominantly racialized and Indigenous communities. Throughout her research she often came across New Zealand examples of developing, applying and working with Indigenous communities. During her postdoctoral studies she will explore these perceptions

further through her experiences in Aotearoa. In addition, Manjeet wants to better understand local solutions (and best practices) to consider how they might be used in a Canadian context.

**Financial update** - \$9115 as of 10/10/2020

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STIR Co-chair

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Date: 6 November 2020

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