



PHA: Special Interest Group on Institutional Racism
Annual Report – October 2020– September 2021

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 core membership is Claire Doole, Trevor Simpson (co-chair), Professor Tim McCreanor, Dr Maria Baker, Kate Matheson, Ngaire Rae, Lisa McNab, Dr Nicole Coupe, Leah Bain and Dr Heather Came (Co-Chair). We currently have 750+ associate members through our [Facebook page](#) and an informative [STIR website](#).

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

Critical Tiriti Analysis (CTA) developed by STIR members Heather Came and Tim McCreanor with Dominic O’Sullivan continues to gain traction within the health sector and beyond as a tool to retrospectively review Te Tiriti o Waitangi compliance and increasingly prospectively to inform policy development. Since the initial paper in early 2020, papers have been published using CTA to review cancer control and primary health policy and practice, regulated health practitioners’ competency documents, and the recruitment and performance review processes of public sector chief executives. Several other CTA papers are currently under review. The AUT Branch of the PHA have been running public sold-out public workshops led by Jacquie Kidd and Heather Came as a way to fundraise for the branch and build Te Tiriti/ anti-racism capacity.

Using data from our 2019-20 nationwide public health provider survey several STIR members were involved in publishing a CTA paper on how primary health organisations (PHOs) engage with Te Tiriti in [Health & Social Care in the Community](#). Across the 21 PHOs that responded we found poor to fair compliance with most elements of Te Tiriti but good engagement with equity. We recommended strengthening relationships with Māori, taking a more planned approach with structural mechanisms and normalising Māori world views.

STIR members were involved in writing a CTA paper on regulated health practitioner competency documents for the [NZ Medical Journal](#). This desk-top CTA of 18 regulated health professional bodies competency documents found considerable variation in the quality of the documents reviewed and most were not Te Tiriti compliant. In collaboration with [Ngā Pou Mana Tangata Whenua Allied Health](#) we invited all the regulatory authorities to a webinar to discuss the findings of the study. Twenty-six authority senior leaders attended the constructive dialogue.

As part of a Marsden grant Re-imagining anti-racism theory for the health sector co-led by a STIR member; this year our own Ngaire Rae has began her PhD study on anti-racism praxis from the experience of Pākehā allies during health system reform in Aotearoa. We wish her well with this scholarly adventure.

STIR members also published a viewpoint paper that articulated how Te Tiriti was breached through the Simpson health reforms final report in the [NZ Medical Journal](#). With a colleague we also provided expert commentary on the potential of the Māori Health Authority through [the Conversation](#).

Inspired by the work of Margaret Mutu and Moana Jackson STIR members published a conceptual paper for the [Journal of Bioethical Inquiry](#) about the application of Matike Mai report on constitutional transformation as a novel means to address structural racism within the health system. We argued

Matike Mai through its focus on the kāwanatanga, the relational and the tino rangatiratanga sphere could usefully inform the current redesign of the health sector.

STIR members continue to collaborate with claimants to prepare evidence for the next stages of the WAI 2575 Waitangi Tribunal hearings. As part of this mahi we completed a CTA published in the [Australian and New Zealand Journal of Public Health](#) on the recruitment and performance review processes of public sector chief executives in Aotearoa. This paper found no engagement with Te Tiriti or te Ao Māori in the documents released under official information requests.

Thanks to our collaborators and core group activist scholars for their contributions to this significant body of scholarly work. Co-authors included Moahuia Goza, Isla Whittington, Jacquie Kidd, Claire Doole, Ngaire Rae, Deb Heke, Tim McCreanor, Maria Baker, and Trevor Simpson,

2. Influence and mobilise the health sector to eliminate racism

For the first time NZ PHA and STIR had a formal presence and booth at Waitangi Day celebrations at Waitangi in 2021. We hosted an information booth about the PHA, public health and Te Tiriti o Waitangi. We had an action-packed day co-located amongst the Māori health providers of Te Tai Tokerau. We attended the dawn service and ran a popular quiz competition with participants.



Leah Bain, Heather Came-Friar, Grant Berghan (life member) at Waitangi 2021
Photo: Denis Came-Friar

Planning for Te Tiriti based futures: Anti racism 2022 – (Aka #Decol2022) is well underway. An organising group, with strong representation from STIR, has been formed to plan this online event. The programme is in the process of being finalised and the website is under construction. The event is attracting a considerable number of partners and looks on track to be the largest open-access anti-racism event in the history of this country. We are aiming for 20,000 registrations for the 19-28th March event. A new addition to the format in 2022 will be the 24-hour pechakucha for racial justice marathon. As part of this project STIR will be funding a Māori-led wānanga on decolonisation that will run alongside our annual anti-racism master class.

STIR members continue to be actively involved in anti-racism and te Tiriti training. Members have run workshops for the PHA, assorted universities, district health boards and professional bodies. Feedback is consistently positive, and we struggle to keep up with demand. On the back of that work STIR was invited to submit a proposal to deliver anti-racism training for the NZ Educational Institute. This has led to a significant contract to conduct a nine-stop nationwide tour. STIR members and colleagues have developed a tailored curriculum that they will be delivering in the new year due to covid related delays.

Hundreds of people have attended anti-racism and Te Tiriti workshops led by STIR members in the last year.

STIR is currently working with Action Station to secure signatures for an [open letter to Covid Minister Chris Hipkins](#) in relation to statements he made in relation to Māori vaccination rates. We are concerned that the abandonment of an elimination strategy will disproportionately affect Māori. STIR members have [called out](#) the current vaccination roll out as a breach of Te Tiriti.

He Homiromiro - our virtual decolonisation reading group continues to go from strength to strength. The network now has over 120+ members and we have a core of regular attendees both local and international. Thanks to Alex Hotere-Barnes in relation to his leadership of this network.

We are pleased to see the Ministry of Health has launched a programme of anti-racism mahi - Ao Mai te Rā. STIR has been invited to some meetings in relation to this project. Strategically we believe we are best positioned as a pro-active critical friend given the reliance of many on government funding.

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

In 2020 STIR hosted a three-day anti-racism master class at Kotare Centre for Social Change to build capacity in relation to anti-racism praxis. This event was led by Miriam Sessa, Heather Came and Grant Berghan. The alumni of this master class continue to be strong allies across all our anti-racism mahi.

In February 2021 STIR took time to reflect and developed a new strategic plan which has four primary pillars: i) research, ii) mobilise, iii) transform and iv) strengthen. A key short-term goal of STIR is to become an Incorporated Society which will enable several of our other proposed actions to be realised. A Tiriti based constitution has been drafted and is currently being worked through by a working group.

STIR over the last eight years has advocated through United Nations human rights bodies for the development of a national action plan on racism. After years of inaction the national action plan is currently being developed by the Ministry of Justice (leading government engagement) and the Human Rights Commission (leading civil society engagement). STIR is not directly involved in the plan's development.

In partnership with NZ PHA in March 2021 STIR co-hosted 75 anti-racism practitioners at a national hui at AUT south campus. The kaupapa of the day was to collectively explore what we thought was important to include in the forthcoming plan. We ran the day using a three-way caucus model with tangata whenua (led by Grant Berghan), tangata Tiriti – Pākehā (led by Catherine Delahunty and Heather Came) and tangata Tiriti Tauwiwi people of colour (led by Ara Simmons).



Anti-racism practitioners gathered at AUT south campus. Photo: Denis Came-Friar.

We developed a 10,000 word briefing paper that is Māori-centred and articulates what Te Tiriti based anti-racism looks like while holding the integrity of the unique views of each caucus.

- STIR, & NZ Public Health Association. (2021). Briefing paper on the forthcoming National Action Plan Against Racism. Auckland, NZ: STIR: Stop Institutional Racism and NZ Public Health Association. Retrieve - <https://www.pha.org.nz/resources/Documents/Briefing%20paper%20final.pdf>

This gathering has led to the formation of a national network of anti-racism practitioners which will be meeting together quarterly to engage in whanaungatanga and strengthen collaboration across a disparate anti-racism sector. STIR is involved in the political distribution of the plan.

The STIR website has been redeveloped and is now more functional. Blogs have been published and members are also active on our Facebook page. Following the Survey Monkey of Facebook members last year, all those who responded were communicated with and informed of proposed developments.

4. Financial update - \$7883.54

Contact co-chairs of STIR trevor.simpson@pharmac.govt.nz and/or heather.came@aut.ac.nz

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Date: 18th October 2021

Date: 17th October 2021