



PHA: Special Interest Group on Institutional Racism
Annual Report – October 2016 – September 2017

Formed in 2013 the 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. Early in 2015 we rebranded as STIR: Stop Institutional Racism. The current membership of STIR is: Dr Nicole Coupe, Claire Doole, Trevor Simpson, Dr Tim McCreanor, Grant Berghan (Co-chair), Dr Jonathan Fay, Emma Rawson, Sue Turner, Sonya Te Mata, Robert Muller, Ngaire Rae, Lisa McNab, and Dr Heather Came (Co-Chair). Collectively we are passionate about public health, addressing health inequities, advancing social justice and ending institutional racism.

This year we have engaged in a range of projects and activities to consolidate our network and challenge institutional racism (see below). A highlight for us this year was presenting our mahi on behalf of a coalition of Non-Governmental Organisations at the United Nations Committee on the Elimination of Racial Discrimination in Geneva, Switzerland.

1. Building the evidence base

STIR continues to undertake research about sites of institutional racism and anti-racism praxis.

Benchmarking Crown public health funding and contracting practices

From our longitudinal study, tracking racism/equity in public health providers' experiences of their public health funders, this new paper has quantified and described sites of institutional racism against Māori providers by health funders.

- Came, H., Doole, C, McKenna, B and McCreanor, T. (2017). Institutional racism in public health contracting processes in New Zealand: Findings of a nationwide survey. *Social Science and Medicine*. doi: 10.1016/j.socscimed.2017.06.002

Pacific and Māori voice in New Zealand health policy

The summer 2016/17 we explored to what extent Māori and Pacific people have voice in the development of health policy in New Zealand. Data was collected via a document review of health policy from 2006-2016 looking at citations of Māori and Pacific academics and discourses around Māori and Pacific health. It involved key informant interviews with senior Māori and Pacific leaders with experience on DHB and or Ministry of Health advisory groups.

Two papers in relation to this study are currently under review. The first focuses on discourses about *te Tiriti o Waitangi* in health policy, and the second examines the qualitative data from Māori and Pacific senior practitioners. Two other related papers are planned for 2018.

Ethnic pay inequities within the health and public sector

A number of Official Information Requests were issued this year to District Health Boards and central government agencies in relation to ethnic pay inequities. Data analysis is currently being conducted in relation to this study.

Institutional Racism in Human Resource Practices

This project is exploring the experiences and observations of senior Māori public health practitioners who have experience working in dedicated public health units. The focus is to investigate whether areas such as workforce recruiting, retention, professional development and access to resources for Māori staff are affected by bias in human resources practices. Data analysis is currently being undertaken..

2. Tiriti-based practice

In the summer of 2015/16 we undertook a study that examined how senior health promotion practitioners apply *Te Tiriti o Waitangi* within their practice. The E-book is currently in press and will be launched before the end of the year – watch this space. This work is a joint project between STIR, the Auckland branch of the Public Health Association, the Health Promotion Forum and Auckland University of Technology.

- Berghan, G., Came, H., Doole, C., Coupe, N., Fay, J., McCreanor, T., & Simpson, T. (In press). *Te Tiriti-based practice in health promotion: A monograph*. Auckland, New Zealand: STIR: Stop Institutional Racism.

As a follow up to this work STIR Associates hope to be able to offer training workshops based on the E-book.



Tiriti-based practise workshop at PHA Conference 2017

Photos: Denis Came-Friar

3. United Nations

In July 2017 STIR led a coalition of NGOs (Te Rūnanga o Aotearoa, New Zealand Nurses Organisation, Auckland University of Technology, Pukenga Consultancy Ltd, Tāmaki Tiriti Workers, Health Promotion Forum, Awa Associates, Waka Oranga and the New Zealand Public Health Association) to write a shadow report to the United Nations CERD committee in relation to the New Zealand Governments compliance with Convention on the Elimination of All Forms of Racial Discrimination (UN 1966). We produced a comprehensive report drawing on the expertise of 16 co-authors who outlined twenty substantive issues and made 49 recommendations to the committee.

- Berghan, G, Came, H, Cameron, K, Chenery, C, Goza, T, Hall, A, Hickey, H, Hofmans, N, Houkamau, C, Manson, L, McCreanor, T, McKenna, B, Nairn, R, Sykes, A, Warbrick, I, Wilson, D. (2017). *Shadow report for Committee for the Elimination of All Forms of Racial Discrimination*. STIR. Auckland, New Zealand.

STIR represented in Geneva at the meeting and managed to get a number of the issues raised by the coalition into the concluding observation of the committee. Structural racism within the health sector was recognised by the committee. It is unclear at this time which of the recommendations the New Zealand government will accept and implement.



United Nations CERD Committee

Photos: Denis Came-Friar

- United Nations CERD NZ concluding observations
http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CERD%2fC%2fNZL%2fCO%2f21-22&Lang=en

4. Anti-racism awareness gigs

The team continues to accept invitations to speak about institutional racism and anti-racism praxis. We have presented to the following organisations, conferences/hui in the last year:

- (Oct 2017) Public Health Association Annual Conference x2 , Christchurch, NZ.
- (Sept 2017). Social Movements, Resistance and Social Change, Auckland, NZ.
- (July 2017). CTU Women's Conference: Wellington, NZ.
- (July 2017). Tertiary Education Union: Wellington, NZ.
- (July 2017). PRISM, Auckland, New Zealand
- (June 2017). Human Rights Commission: Auckland, NZ.
- (June 2017). Quality, Health and Safety Commission. Wellington, NZ.
- (May 2017). Indigenous Diversity Forum, Wellington, NZ.
- (April 2017). 15th World Congress of Public Health: Melbourne, Australia.
- (March 2017). Evidence and impact of institutional racism. New Zealand Doctor, Auckland, NZ.
- (Feb 201) International Community Development Conference, Auckland, NZ.

Presentations are booked for (Dec 2017) 3rd International Higher Education Curriculum Design & Academic Leadership Symposia, Hamilton, NZ; (Nov 2018) 50th Anniversary Black Power, Deakin University, Melbourne, Australia.

STIR also will be jointly hosting an annual Anti-Racism Master Class in November 2017 with Tāmaki Tiriti Workers and Network Waitangi Whangarei.

5. Policy work

STIR members continue to speak out in relation to Government actions that we perceive compromise Māori health. Came and Tudor wrote a paper about the disestablishment of Te Kete Hauora within the Ministry of Health, the revoking of the mandatory Māori health plans for DHBs and the downsizing of the requirement to consult. It was accompanied by a strong editorial by Glover.

- Came, H & Tudor, K. (2017) Unravelling the Whāriki of Crown Māori health infrastructure. *New Zealand Medical Journal* 130(1458), 42-47.
- Glover, M., C, S., & Phibbs, S. (2017). If you pluck out the heart of the flax bush, from whence will the bellbird sing? *New Zealand Medical Journal*, 130(1458), 6-8.

In 2017 STIR also updated our Institutional Racism policy and it is due before the PHA AGM for discussion.

6. Media Outreach

STIR continues to get occasional media coverage about our work. We continue to host a closed facebook page with 200+ Associates and plan to build a STIR web page.

- Awarau, A & Webby K (26/9/2017) Racism in NZ a sick disparity *Native Affairs*
- Hotere-Barnes, A. (5/9/2017). Creating culturally safe organisations: Lessons from health *Core Education Blog*.
- (August 2017) Racism in health under scrutiny at United Nations. Kai Tiaki Nursing New Zealand 23(7) p9.
- Harris, S. (12/7/2017). AUT study finds Māori voices being cut from health sector *NZ Herald*
- McMillan, V. (16/6/2017). Study shows Māori providers hit with more audits, shorter contacts, *NZ Doctor*
- Hurihanganui, Te A. (June 2017). Body and spirit in *Mana Magazine* 135, pp 135-138.
- (5/6/2017) Carla Houkamau and Heather Came – Waitangi Radio NZ



3,056 Views

Native Affairs added a new video.
26 September at 14:34 · 🌐

How do we do institutional racism in health in NZ? Like this, according to Dr Heather Came. Tonight at 8pm on #NativeAffairs Māori Television.

Fiscal Update

As of 26/9/2017 we have a balance of \$6406.07.

Our plans looking forward

Looking ahead to 2018 we continue to be proactive in maintaining the backbone of our group so that we have a sustainable platform to affect change. We will continue to engage with Crown agencies, and all interested others, about how we can strengthen health policy and funding practices to transform racism and strengthen health equity.

Feel free to get in touch if you want further information about any part of our work or if you want to become part of our wider e-network and/or facebook presence. Contact co-chairs of STIR grant.berghan@xtra.co.nz or heather.came@aut.ac.nz