



PHA: Special Interest Group on Institutional Racism
Annual Report – September 2018 – August 2019

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, Professor Tim McCreanor, Grant Berghan (Co-chair), Dr Maria Baker, Miriam Sessa, Emma Rawson, Ngaire Rae, Lisa McNab, Dr Nicole Coupe, Dr. Sarah Herbert and Dr Heather Came (Co-Chair). We acknowledge the contributions of Sue Turner, Sonya Te Mata, and Lee Tuki who have moved on from STIR this year and thank them for their service and wish them well with their next chapters.

STIR has been engaging in some strategic planning this year and an annual report is broadly framed around our four strategic priorities. It has been another busy and productive year.

1. Strengthen our research capacity and production of high-quality evidence about racism and anti-racism.

STIR members (Heather Came, Miriam Sessa, Tim McCreanor & Sarah Herbert) continue to produce high-quality evidence with a range of collaborators. This year we have published papers about Māori and Pacific leaders' experiences of being in health advisory groups in the journal *Kotuitui*, a paper on teaching te Tiriti o Waitangi in public health education in *Teaching in Higher Education*, Ihumātao in *Psychotherapy Politics International* and Crown inaction around racism in the *NZ Medical Journal*. We published a chapter on being a white ally in Professor Derek Griffith's new edited book on Racism and Public Health (pictured below) and a chapter on the contribution of Crown health policy to health inequities in an international ethnicity textbook (add the name of the text).



Photo: Denis Came-Friar

New public health anti-racism text and co-editor Prof Derek Griffith

We have also written about ethnic inequities, developed a new Critical Tiriti Analysis for reviewing health policy, and we are preparing a paper about Crown inaction at addressing racism as well as a review or representations of Māori in ten years of colonial health policy. More papers are planned and we hope to complete a nationwide survey of public health providers this summer following up on our longitudinal study.

2. Mobilise the health sector to engage in health activism to end racism

STIR (Heather Came & Claire Doole) continues to provide evidence-informed commentary to the media on institutional racism. In the last year we have appeared on Marae (TVNZ), Pharmacy Today, NZ Herald, Radio NZ, Newstalk ZB, Royal Society, ABC Radio Australia, Radio Ngāti Porou, Waatea News, Newsroom and NZ Doctor.



Photo: Denis Came-Friar

Heather Came on Marae talking racism.

STIR members (Heather Came, Claire Doole & Lee Tuki) met with Senior Crown Officials to discuss racism, anti-racism, WAI 2575 Waitangi Tribunal claim and how we can tautoko efforts to end racism. It was a positive encounter and we have agreed to share our research as it is published.

STIR (Heather Came, Sarah Herbert, Claire Doole, Tim McCreanor) completed a substantive submission on the health sector reform focussing primarily on i) honouring te Tiriti o Waitangi, ii) embracing anti-racism praxis, iii) pursuit of health equity. The submission also addressed issues facing Pacific people, Tangata Whaikaka, as well as strengthening health policy, health contracting ethnic pay disparities and workforce development. Partners endorsing the submission included Whakawhiti Ora Pai, Whakauae Research for Māori Health Development, Kanohi ki te Kanohi Consultancy, Waka Oranga, Nga Maia Māori Midwives Aotearoa, Kahungunu Health Services: Choices, New Zealand Public Health Association, Digital Indigenous, Te Rau Ora, Manaia Health PHO, Groundwork, Health Promotion Forum of New Zealand and Tāmaki Tiriti Workers. It was also supported by Dr Heather Gifford, Dr Amohia Boulton, Tania Hodges and Associate Professor Jacqui Kidd.

For our submission on the Governments health workforce priorities STIR (Heather Came, Lisa McNab, Trevor Simpson & Sarah Herbert) partnered with the Health Promotion Forum. Our submission provided feedback centred on the process of the consultation, our priorities and their priorities. At the time of writing this report STIR (Maria Baker, Sarah Herbert, Lisa McNab, Emma Rawson) are writing submissions for the Māori Affairs Select Committee Enquiry into health inequities.

3. Transform leaders, cultures and organisations to end institutional racism

STIR members (Heather Came, Claire Doole, Nicole Coupe, Lee Tuki and Miriam Sessa) continue to present on our research, and run workshops on racism, anti-racism and Tiriti application across the motu. In the last year we have presented at: the Toitū Māori Health Leadership Summit (Wellington), Occupational Therapy NZ/ Whakaora Ngangahau Aotearoa (Wellington), International Political Science Association Research Committee on Security, Conflict and Democratization and ethnicity Conference (Nagasaki, Japan), Podiatrists (Auckland), Southern Institute of Technology (Invercargill), Māori Pharmacy Symposium (Auckland), First Union National Industrial Meeting (Hamilton), Public Service Association Annual Conference (Wellington), International Union of Health Promotion and Education Conference (Rotorua), International Health Promoting Campuses Symposium, (Rotorua), NZ Council of Trade Unions Te Kauae Kaimahi 2019 Organising Conference (Auckland), Auckland Branch of Public Health Association, Executive of Public Health Association (Auckland), Unequal input for equal outcomes: Equity and Institutional Racism (Wellington), Midcentral District Health Board (Fielding), Canterbury Branch of Public Health Association, E Tu Union (Auckland), Waikato DHB Board and Iwi Council, (Rangiriri).



Laura O'Connell Rapira and Heather Came at Toitu Māori Health Leadership Summit – workshoping racism with 200 Māori leaders; Glenn Bennett and Kiterangi Cameron at International Union of Health Promotion Education Conference presenting at a symposium on health equity and health activism on racism.

In November 2018 in collaboration with Tāmaki Tiriti Workers and Network Waitangi Whangarei STIR hosted an anti-racism master class at Kotare Centre for Social Change. Co-facilitated by Susan da Silva, Heather Came and Miriam Sessa the wānanga attracted 17 participants which means we have had over 100 graduates from this programme.

New this year is the virtual decolonisation reading group He Homiromiro this initiative is a partnership between Tāmaki Tiriti Workers, STIR and ABC: A Bicultural Coalition. The rōpū now has nearly one hundred members and has gone international! Thanks to Alex Hotere-Barnes for his contributions to this project.

STIR is part of a significant coalition planning a teach-in to mark Race Relations Day 2020 - Anti-racism 2020 – Purenga Ihomatua. Coalition partners include Te Rau Ora, Action Station, Te Rūnanga o Aotearoa, NZNO, Peace Movement Aotearoa, JustSpeak, Refugees as Survivors NZ, Network Waitangi Whangarei, Tāmaki Treaty Workers, Treaty Resource Centre, Tangata Tiriti, Groundwork, Treaty Education, Network Waitangi Ōtautahi, Tauwi Solutions, NZ PHA, Institute for Courageous Conversations about Race, Oho Mauri Group, Te Runanga o Ngāti Whatua, Health Promotion Forum, North Shore Women's Centre and Kotare Centre for Social Change. We plan to facilitate 38 open access webinars with local and international speakers over ten days about a range of anti-racism, and Tiriti o Waitangi related topics. Sessions will be recorded and will be made into open-access teaching and learning resources. Local events will be held around the webinars to foster local anti-racism action and capacity building.

4. Strengthen the infrastructure and political influence of STIR

In April 2019 STIR hosted an international anti-racism think tank at Kotare Centre for Social Change to strengthen our understanding of systems change and to map racism in the New Zealand health system. Facilitated by Prof. Derek Griffith, Heather Came and Grant Berghan the event was attended by public health practitioners, academics and industry leaders. We had some fruitful collective thinking and kōrero and plan on writing up a New Zealand health sector analogue latter in the year to help demystify racism and clarify the roles of allies versus Tangata Whenua in decolonisation.

STIR was delighted to host Prof Derek Griffith from Vanderbilt University for ten days during the International Union of Health Promotion and Education conference in Rotorua through to the STIR hosted Think Tank weekend. While he and his father Patrick were with us Derek also did a far-reaching public lecture broadly about men's health for Taupua Waiora at AUT south campus. We continue to value this international collaboration with Derek and whānau.

Thanks to the tireless efforts of Kate Matheson and Miriam Sessa STIR now has our own website www.stirnz.org. We are very pleased and have great plans going forward about deepening the content and utilising the platform for organising and mobilising folks. Our Facebook page continues to be a busy source of information and resources with over 300 Associates signed up.

STIR also hosted public health intern Sara Jones in June/July 2019 from Miami University. During her internship we collaborated with Breast Advocacy Coalition Aotearoa to write a paper for the NZ Medical Journal about ethnic inequities in advanced breast cancer. We wish Sara well with the rest of her studies.



Leanne Manson, Heather Came, Tim McCreanor at WAI 2575 hearings at Turangawaewae; Heather Came, Claire Doole, Libby Burgess, Sara Jones and Louise Malone collaborators on Advanced Breast Cancer paper.

In October 2018 STIR members (Heather Came and Tim McCreanor) presented expert evidence about racism before the Waitangi Tribunal WAI 2575 health kaupapa stage one hearings. We presented evidence critiquing the primary health care strategy for the cohort of claimants represented by Te Mata Law and evidence about the inaction of the Crown to address racism within the health system for the Māori nurses. A range of claimants and the full stage one report released last months cited research undertaken by STIR. The Tribunal report ruled the health system has failed Māori, there is institutional racism in the health system; health legislation and policy is not Treaty-compliant, Māori health is underfunded, partnership at all levels needs to be reviewed and there needs to be reengagement with tino rangatiratanga. This intellectual debate won the kaupapa and is now continuing to track and identify racism and supporting the health leadership and practitioners to make the changes required to uphold te Tiriti and engage in anti-racism praxis.

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