

AUT

Health promotion, nursing & the pursuit of equity

Dr Heather Came

NZNO Annual Conference 16th September 2015



The importance of fair play

Rodney Cricket Reps 1938





Dr Irihapeti Merenia Ramsden
Ngai Tahu Rangitane
24.2.1946 - 5.4.2003

CULTURAL SAFETY

IN AOTEAROA NEW ZEALAND

SECOND EDITION

EDITED BY
DIANNE WEPA

Foreword by Paul Spoonley



Wepa, D. (2015). *Cultural safety in Aotearoa New Zealand* (2nd ed.). Auckland New Zealand: Cambridge University Press.

Health promotion is...

- The art and science of enabling communities to take control over their health – empowerment & collaboration
- Removing barriers to health and wellbeing - advocacy
- Social justice, inclusion, diversity
- Planning and evaluation
- Brokering, collective impact
- **Relationships**
- Te Tiriti o Waitangi



**Set of political &
cultural
competencies
informed by values**

Signal, L., & Ratima, M. (Eds.). (2015). *Promoting health in Aotearoa New Zealand*. Wellington, New Zealand: Otago University Press.

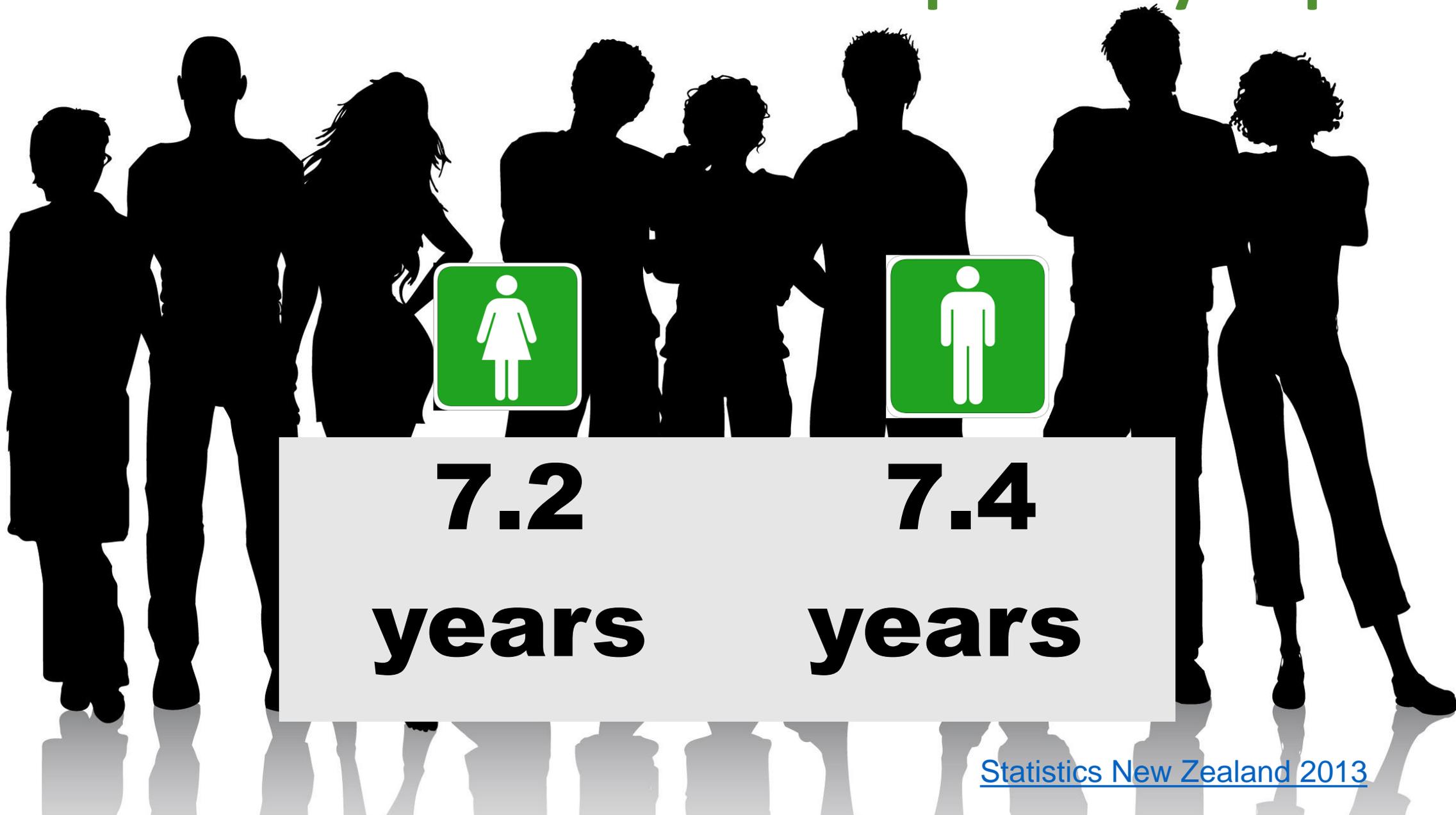


Moving past rhetoric: health Inequities

- Mason Durie – diverse Māori realities
- Ricci Harris et al – personally mediated racism within clinical settings
- Cindy Kiro – the historical determinants of health
- Camara Jones – the social determinants of equity - racism
- Michael Marmot – the social gradient of health

**What are the
causes of the
causes?**

Māori & non-Māori Life Expectancy Gap

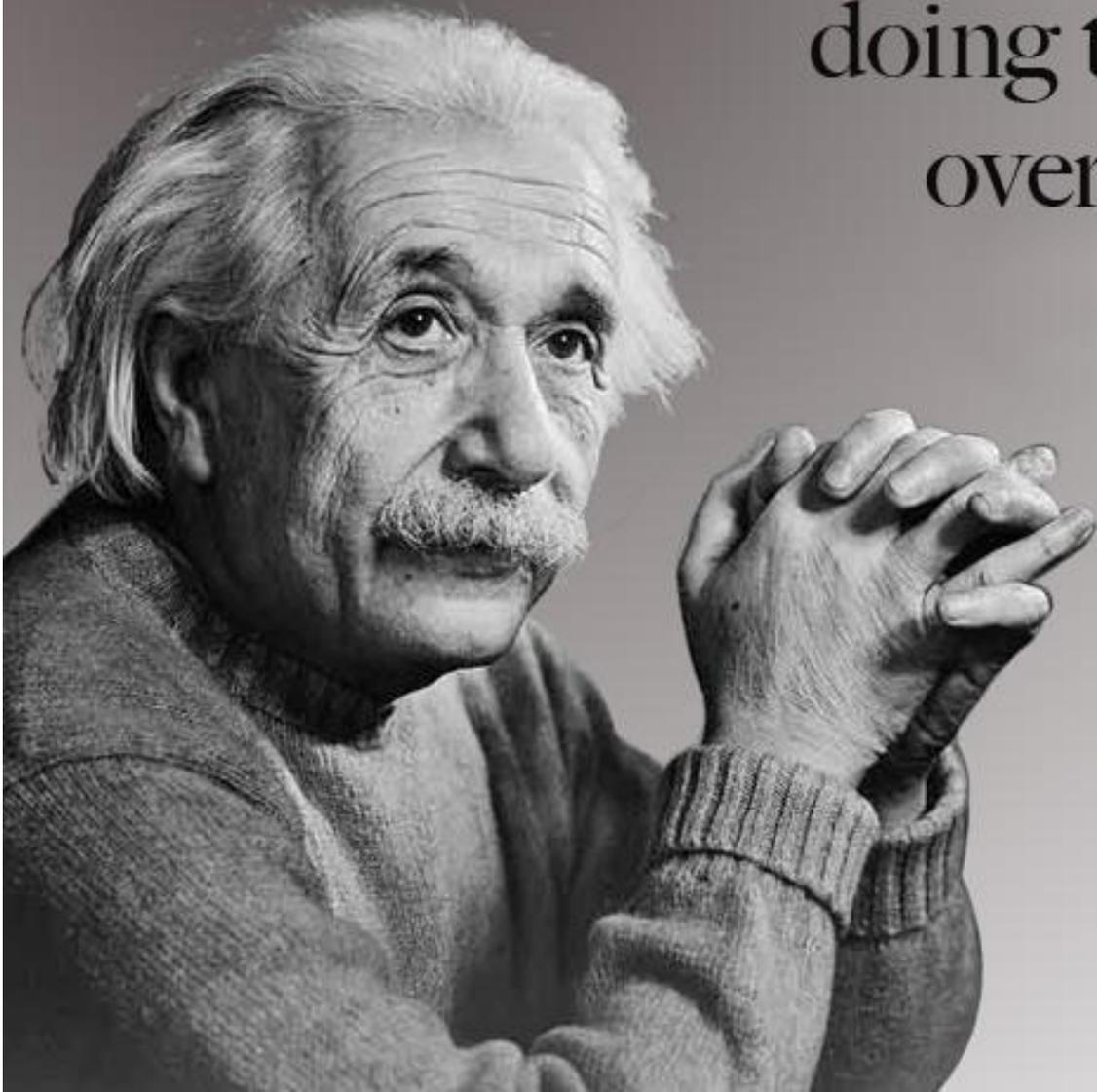


7.2

years

7.4

years



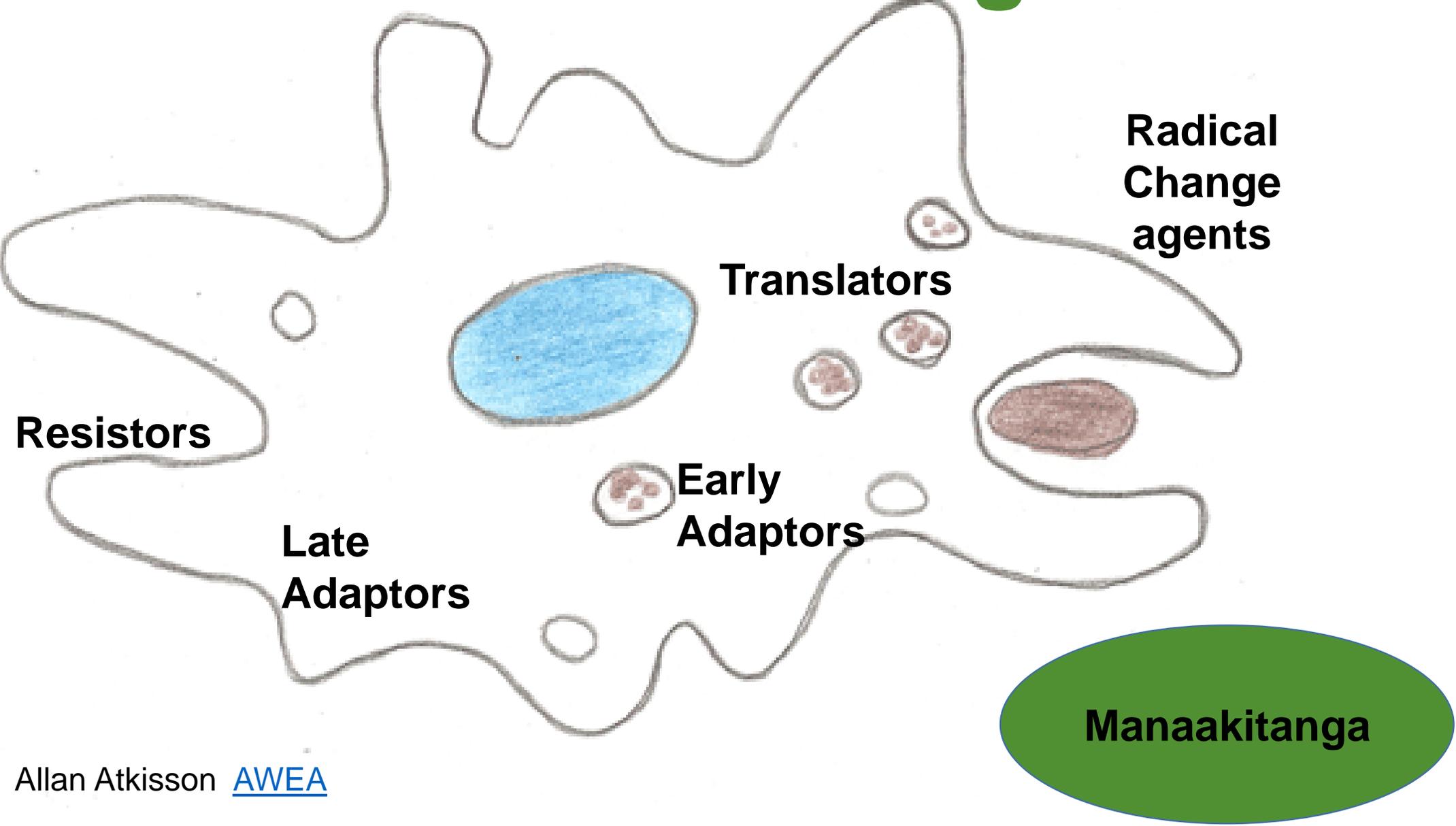
INSANITY:

doing the same thing over and over again and expecting different results.

~ Albert Einstein



Amoeba Model of Change



Strengthening Antiracism Praxis

- Whanaungatanga
- Learn our colonial history
- Power-sharing and redistribution of resources
- Reflective practice
- Engage in decolonisation
- Become familiar with the tools of structural analysis
- [Came and da Silva](#)



Get your house
in order

Colonisers and colonised

- Paulo Freire – co-intentional relationships
- **Negotiated** with indigenous partners
- Different roles for the descendants of the colonised and the descendants of the colonisers
- Te Tiriti o Waitangi
- Jen Margaret – [Working as Allies](#)
- Clare Land - [Decolonizing Solidarity](#)



Accountability

What are your spheres of influence?

IRRELEVANT



**Play to
your
strengths!**

Adapted from Covey, S. (1990). *Seven habits of highly effective people*. New York, NY: Simon and Schuster.

THE WHITE COAT HIERARCHY OF PERCEIVED IMPORTANCE



ATTENDING



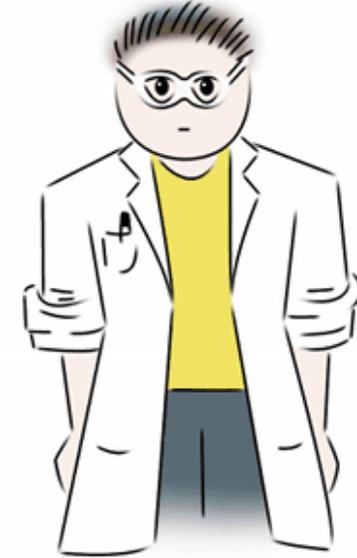
RESIDENT



PHYSICAL THERAPIST



PHARMACIST



LAB TECH



MED STUDENT



Who is (not) at the table?



Use your pass
the butter voice

Practice
having
difficult
conversations

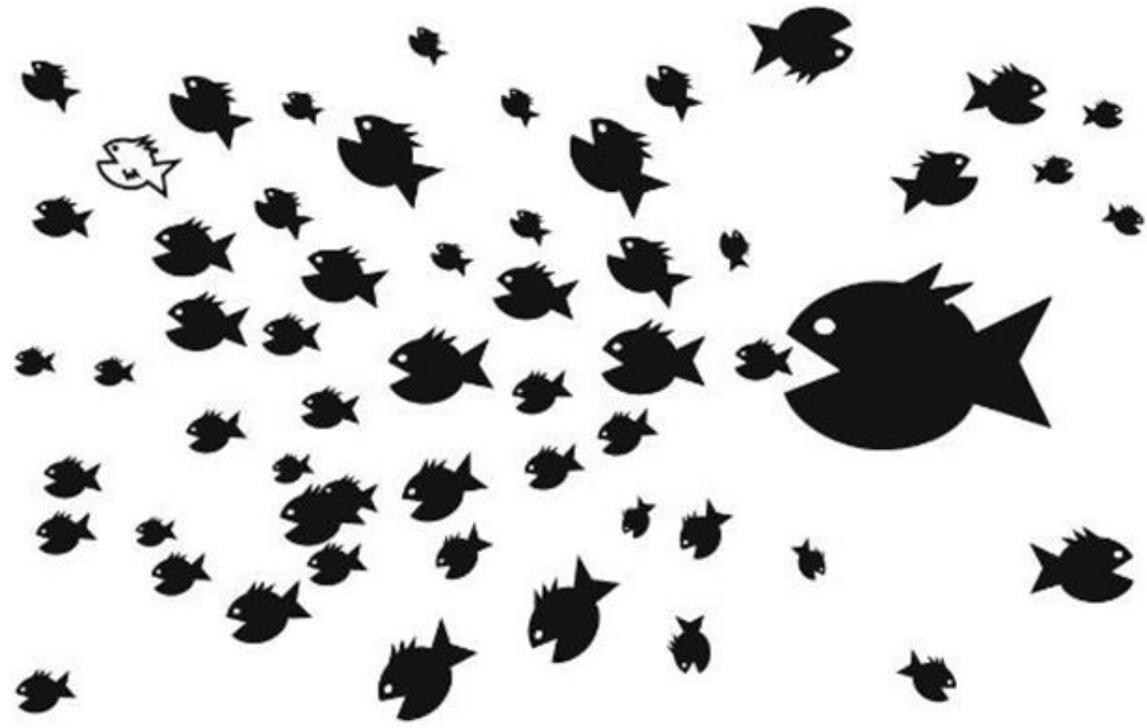
Open doors for others

**Use stories
that move
people**

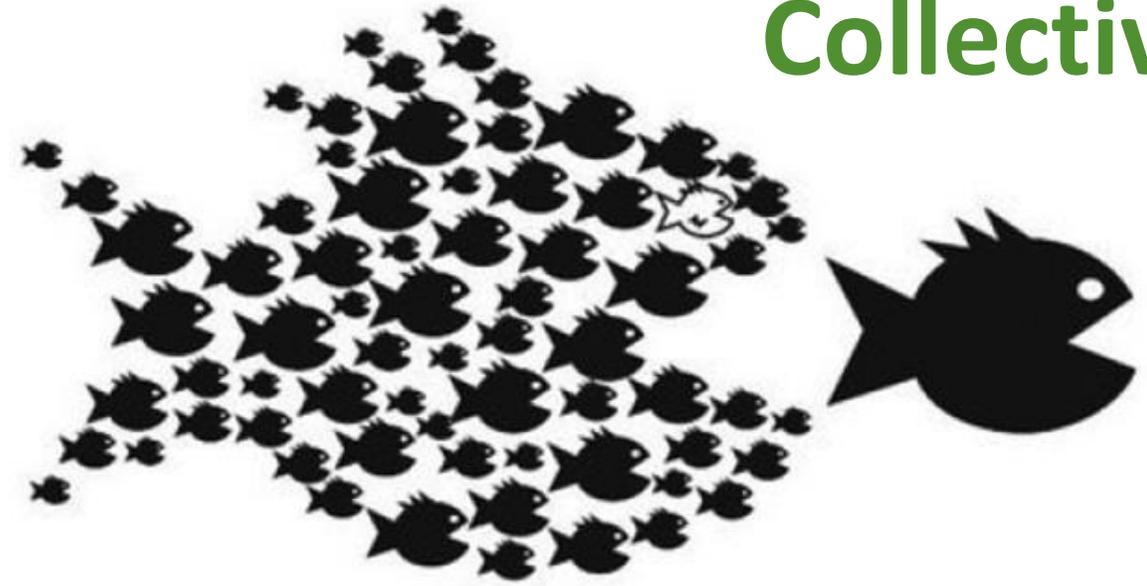
If you think you are
too small
to make a difference,
try sleeping with
a mosquito

- Dalai Lama





Collective action





Tools to enable health equity

- [The Health Equity Assessment Tool](#)
- [He Taura Tieke](#)
- [Treaty Understanding of Hauora in Aotearoa New Zealand](#)
- [Whānau Ora Impact Assessment](#)

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How is
racism
residing
here?



Nicole Coupe
Derek Griffith
Emma Rawson
Trevor Simpson
Tim McCreanor
Claire Doole
Lisa McNab
Heather Came
Grant Berghan

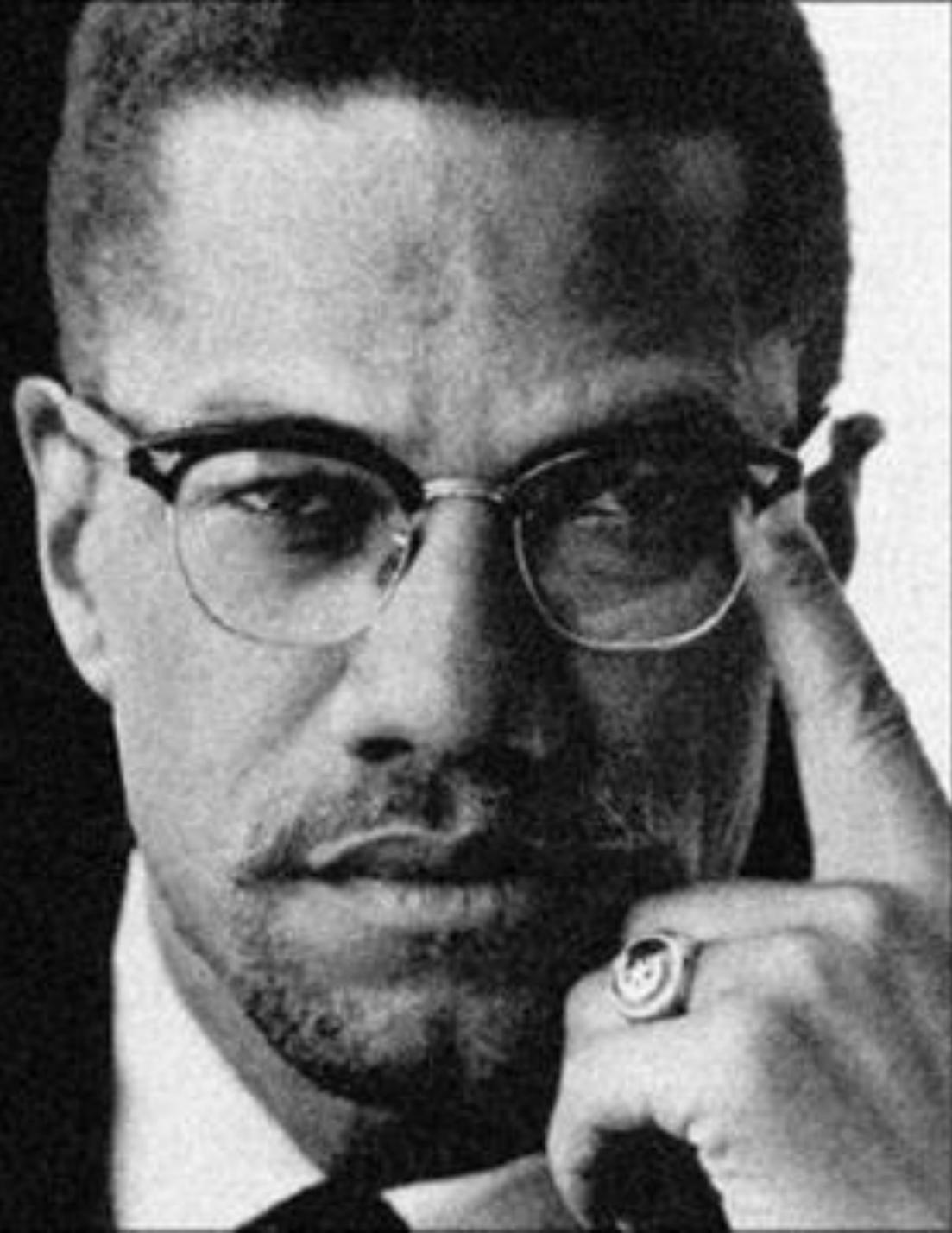


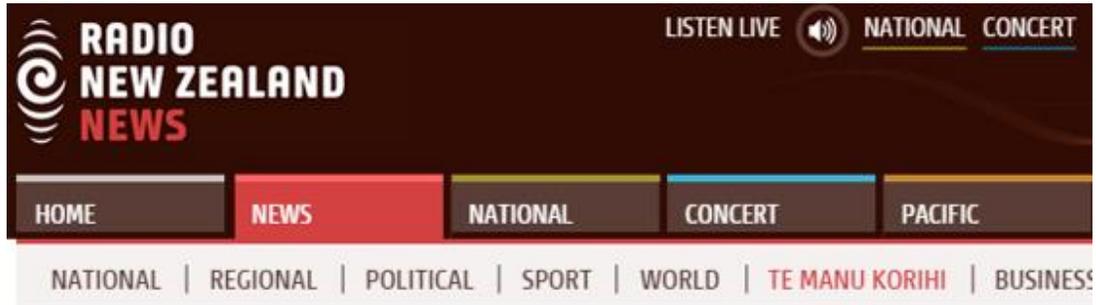
Heather.came@aut.ac.nz



“The future
belongs
to those
who prepare
for it today.”

—Malcolm X





Māori nurses 'paid significantly less'

Updated at 7:47 pm on 10 August 2015



Jo O'Brien, for Te Manu Korihi - (jo.o'brien@radionz.co.nz)

A nurses' conference has heard how the pay gap suffered by Māori nurses is forcing them to take on second jobs to make ends meet.



TO DO LIST

- Continue to pursue pay equity
- Develop a policy/plan
- ...come join us at anti-racism masterclass 27-29th Nov

- Avoid inaction ...



References

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