

# GOOD YOUTH EMPLOYMENT SYMPOSIUM



THURSDAY 14 – FRIDAY 15 SEPTEMBER 2023  
LOWER HUTT EVENTS CENTRE

# Whakarangatirahia

**Be the best you can be**

Joseph Tyro

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022-010-6171

# Ko wai au?

- ▶ Ko Te Poho o Tamatea Pokai Whenua te maungaa
- ▶ ko Whakaraupō te moana
- ▶ Ko Takitimu, ko Uruao, ko Makawhiu kā waka
- ▶ Ko Te Raki Whakaputa te takata
- ▶ Ko Kāi Tahu ratou ko Te Ati-haunui-A-Paparangi
- ▶ Ko Kāti Wheke te hapū
- ▶ Ko Rāpaki te marae
- ▶ Ko Joseph Tyro toku ingoa
- ▶ Tīhei mauri ora







**Mekura Tuatini Taiaroa**

# TE TIRITI O WAITANGI

Māori are guaranteed rights under Te Tiriti o Waitangi which means attention to our Treaty obligations as a Crown entity is paramount to securing Māori health gain. We prioritise health gain for Māori based on the rights that Māori hold as tangata whenua.

Source: Auckland and Waitemata DHB Maori Strategic Approach

Most inequities in health are unfair, unjust and avoidable. For Māori, they are the result of differential access to resources necessary for people to lead healthy and independent lives (Health Quality & Safety Commission New Zealand 2019)

## Articles of Te Tiriti o Waitangi

The written text of Te Tiriti o Waitangi has three articles.:

- **Article 1:** Rangatira give the Queen 'kawanatanga' (governance) over the land
- **Article 2:** the Queen agrees to protect 'tino rangatiratanga' (sovereignty) of rangatira over their whenua (lands), kāinga (villages) and taonga (treasures)
- **Article 3:** the Queen agrees to protect the equal rights of the people of New Zealand.

Under Te Tiriti, Crown-funded health providers have a responsibility to:

- exercise their responsibilities in ways that enable Māori to live, thrive and flourish as Māori
- enable Māori to exercise tino rangatiratanga/authority over their own health and wellbeing
- contribute to equitable health outcomes for Māori.
- **Article 4:** Te Ritenga – Active Protection of Māori values and beliefs

# Principles of Te Tiriti o Waitangi

The Articles of Te Tiriti o Waitangi have been interpreted and expressed through a set of principles. The principles have evolved over time and provide direction for how we are obliged to consider these principles and reflect on the implications for our mahi as a health organisation.

## ***Tino Rangatiratanga/Self-Determination***

The principle of self-determination – this provides for Māori self-determination and mana motuhake. To support by Māori for Māori approaches and services, and advocate for tino rangatiratanga to be enshrined within the wider system.

## ***Pātuitanga/Partnership***

The principle of partnership. That we work with Māori in the design, delivery and monitoring of all our mahi/work.

## ***Mana Taurite/Equity***

The principle of equity – commitment to achieving equitable health outcomes for Māori through all its functions.

## ***Whakamarumarutia/Active Protection***

The principle of active protection –well informed on the extent and nature of both Māori health outcomes and ways to achieve Māori health equity through culturally safe practice.

## ***Kōwhiringa/Options***

The principle of options – that services are provided in a culturally appropriate way that recognises and supports the expression of Te Ao Māori.



# Organisational Change

- ▶ Governance
- ▶ Operations
- ▶ Culture

# Whakapapa

- Puao-te-Ata-tu (1986)
- He Korowai Oranga (2002, 2014): Māori Health Strategy
- WAI 2575 – Waitangi Tribunal (2016)
- He Ara Oranga (2020)
- Whakamaua: Māori Health Action Plan 2020-2025
- Health and Disability System Review 2020 (Heather Simpson Report)
- Pae Ora Healthy Future Act – (1 July 2022)
- Ngā Paerewa Health and Disability Standards (2022)
- Ao Mai Ra (2023)
- Te Mauri O Rongo (2023)
- Tipu Mahi – South Island Maori Workforce Development Project (2023)

# Te Tiriti o Waitangi into organisation

Māori in New Zealand have been politically, economically, and socially undermined for many years, leading to lower income, life expectancy, poorer education, health and social outcomes across nearly every determinant measured. Demonstrating a commitment to Te Tiriti o Waitangi and achieving equitable outcomes for Māori, remain a priority for any social service or health provider providing care in New Zealand. Māori are guaranteed these fundamental rights under Te Tiriti o Waitangi, and it is imperative that providers act in good faith to meet these obligations for tangata whenua. The articles of Te Tiriti and the five principles are practical examples on how an organisation can bring practical effect and honour the obligations of Te Tiriti. Examples of how the articles of Te Tiriti may be given effect at XXXX are,

## **Article 1 – Kāwanatanga (governance) Partnership**

Trust and shared decision making, ensuring Māori oversight and ownership of decision-making processes necessary to achieve equitable outcomes for Māori.

Active partnerships built on trust and mutual respect with iwi, hapu and Māori communities will ensure that Māori knowledge informs and drives the work that we do for Māori.

## **Article 2 – Tino Rangatiratanga (self-determination) Mana motuhake**

Māori leadership imbedded through the services we provide is essential for a system that gives expression to tino rangatiratanga.

## **Article 3 – Oritetanga (equity) Māori health equity, justice and action**

Ending unjust and unfair Māori inequities by resourcing actions that achieve tangible positive outcomes for whānau Māori.

Support Māori knowledge to inform and embed an equity driven workforce and culture at all levels of our organisation.

## **Article 4 – Te Ritenga (right to beliefs and values) Active protection**

Cultural safety and value-driven: we will actively protect and honour the beliefs and values of Māori clients, staff and communities.

Supporting Māori staff members, and whānau who access our services, to feel safe to express and share their culture within our organisation.

# How to achieve equity and what drives inequities?

- ▶ Historical Trauma
- ▶ Address Racism & discrimination(Personal/Institutional/Systemic)
- ▶ Social Determinants of health
- ▶ Cultural Competency/Cultural Safety
- ▶ Pro-Equity Actions
- ▶ Normalise Te Reo Maori and Embrace Maturanga Maori
- ▶ Decolonisation/Reindigenisation
- ▶ Solution/Growth Mindset – not problem outlook
- ▶ Actioning our values – Culture Reset

# Equity Frameworks

- ▶ Ministry of Health Action Plans and Strategies
  - He Korowai Oranga
  - Whakamaua
- ▶ Waikato DHB Te Korowai Waiora Health System Plan
- ▶ South Canterbury DHB Maori Health Plan 2017-2022
- ▶ Auckland and Waitemata DHB Te Tiriti Position Statement and Maori Strategic Approach
- ▶ Ngā Paerewa - Te Tiriti o Waitangi

**h** Focus on culturally safe service provision for inpatient care (training, workforce development for all staff to combat institutional racism)

**i** Monitor whānau service satisfaction

**j** Co-monitoring the performance and quality of all services for Māori patients (for equitable comparison with non-Māori patients)

**h** Māori workforce development and peer support within hospital setting

**i** Māori leadership pathways within acute settings

**j** Consistent access to Māori patient care and support within Tier 2 settings

**k** Co-monitoring the performance and quality of all services for Māori patients (for equitable comparison with non-Māori patients)

**e** Workforce development that targets equitable workforce within Tier 2 hospital settings across Departments over time

**f** Equitable access for Māori to all Tier 2 services & removing barriers to access

**d** Increased investment in wrap around care for Māori inpatients/outpatients (esp. during Covid response)

**e** Consistent application of Best Practice Tikanga policy across all Tier 2 sites including Māori human resource to support tikanga-based practice

# Culture Change – Practical Examples

SCDHB Staff Engagement and Wellbeing Survey, carried out in November and December 2016, show 41 per cent of staff experienced culture that tolerated bullying behaviours, enforced unnecessary bureaucracy, and had a blame, rather than learning focus.

- ▶ Speaking up for Safety
- ▶ Distributive Leadership Model
- ▶ Values led organisation - ICARE

# Kia Tika Te Ara

- Kia Tika te Ara is a 3-day cultural education programme held at Te Aitarakihi Marae-a-Iwi. This programme is mandatory for all new staff as part of monthly orientation.
- Enhance iwi partnerships that support local level Māori developments. To give tino rangatiratanga and mana to māori, in the delivery of cultural education.
- To grow, nurture and develop equity champions in each department throughout the health system
- Tikaka best practice Te Reo, Powhiri, Te Tiriti, Kaikiritanga (racism), hauora māori, whānaukataka, Meihana colonisation and racism and anti-bias.
- Teams and services have the ability to provide inclusive and culturally safe environments, for patients and their whānau. In waiting rooms, clinics, use of Te Reo and mana manaaki.
- Equity Champions Network – Facilitated by Dr Peter Doran and Upoko Tewera King. Responding to racism and discrimination workshops.



# Kia Tika Te Ara – Correcting the Pathway



# Te Aitarakihi Marae-A-Iwi



# Mana Taurite – Equity Champions Network



# Toa Mana Taurite Dr Peter Doran



# Kaupapa Maori Leadership Programme - Navigate





# Kaiawhina Workforce Kia Ora Hauora



# Te Tiriti o Waitangi – Tangata Tiriti

- **Preamble** – Whakawhanaungatanga
  - *What intentional/reciprocal relationships do you have with hapū, Māori providers, Māori colleagues?*
- **Honourable kāwanatanga**
  - *How are our processes, actions and decision-making informed and shaped by Māori worldviews/perspectives?*
- **Tino Rangatiratanga**: Māori unfettered authority
  - *How do we recognise the importance of Māori authority and autonomy?*
  - *What active steps are we taking to share power and resources, and to support Māori led processes, actions and decision-making?*
- **Ōritetanga**
  - *What specific actions are we undertaking in to ensure equitable outcomes for Māori?*
- **Wairuatanga**
  - *How do we ensure Māori worldviews, values and wairuatanga are respected in our work?*



# ***Stopping Inaction and Monoculturalism***

## **Don't use the following excuses!**

- “We need the evidence base” – *Value Maori intelligence*
- “We're overloaded and can't do anything more” – *Stop stuff!*
- We don't have the capability at the moment” – *Be brave. Act*
  - “We are using best-practice approaches” – *Really!*
- “We have consulted Maori” – *Consulting isn't enough, do more. Partner*
  - “We need permission” – *Be brave. Act*
  - “We already know what to do” – *Really!*

# Locally Led Solutions

- Importance of relationships
- Partnering for outcomes
- Transformational Change through education/vocation
- Greatest Choice

# Manawa Kawhiu

- ▶ Whakapapa
- ▶ Facility
- ▶ Trust
- ▶ Programmes
- ▶ Relationship with community and mana whenua
- ▶ [Manawa-kawhiu.org.nz](http://Manawa-kawhiu.org.nz)



# Lyttelton Recreation Centre

Trinity Hall  
Sports Hall  
Squash courts

Phone (03) 941 8999  
or call Box 169 for bookings  
[ccc.govt.nz](http://ccc.govt.nz)

Christchurch  
City Council













# Patai?

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