

# The New Zealand health system requires a shift from...

# and a shift to...

## Public Health Units Barriers to Māori Success

## Public Health Units Factors for Māori Success

Pre-conceptions that Māori staff are more likely to be under-performing than non-Māori staff and therefore should be monitored more closely. Māori can end up feeling that they are characterised as problematic or taking advantage

Being Māori, and operating from a Te Ao Māori worldview, are not valued in mainstream public health

Lack of value placed on Indigenous intelligence

Lack of Māori representation in influential positions

Funding imbalances that disadvantage and set Māori staff and interventions up for failure

Identified institutional racism through consistent under resourcing of Māori positions and programmes in PHU's

Organisations require Māori staff to justify their use of organisational resources or time at a much more highly scrutinised level than non-Māori

Recognising and re-engaging with Te Tiriti o Waitangi as a framework for practice & working in authentic partnership

Increasing Māori workforce especially in influential decision-making positions

Ensuring the right kind of competence in non-Māori staff to deliver for Māori

Support the transmission of cultural knowledge and the increase of cultural/indigenous practice capacity among Māori staff

Growing and supporting leadership (both Māori and non-Māori)

Human Resources practices must reflect a Māori worldview

Expectations at all levels of competency in PHU's in responding to needs of Māori staff and community





PRECONCEPTIONS THAT MĀORI STAFF ARE MORE LIKELY TO BE UNDER-PERFORMING THAN NON-MĀORI STAFF AND THEREFORE SHOULD BE MONITORED MORE CLOSELY. MĀORI CAN END UP FEELING THAT THEY ARE CHARACTERISED AS PROBLEMATIC OR TAKING ADVANTAGE.

# PUBLIC HEALTH UNITS BARRIERS TO MĀORI SUCCESS

LACK OF MĀORI REPRESENTATION IN INFLUENTIAL POSITIONS

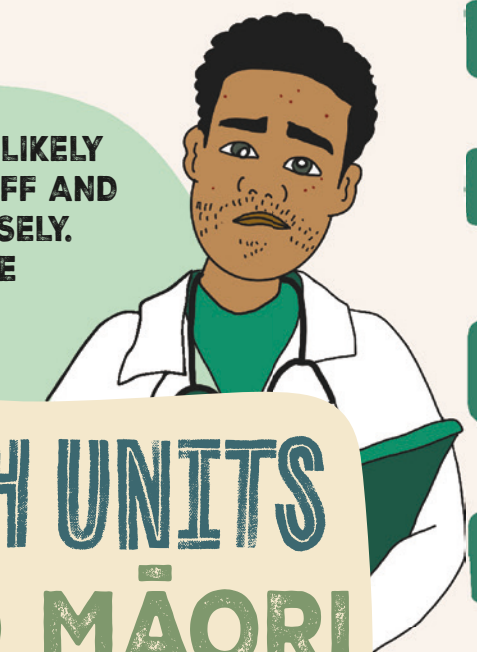


IDENTIFIED INSTITUTIONAL RACISM THROUGH CONSISTENT UNDER RESOURCING OF MĀORI POSITIONS AND PROGRAMMES IN PHUs

BEING MĀORI, AND OPERATING FROM A TE AO MĀORI WORLDVIEW, ARE NOT VALUED IN MAINSTREAM PUBLIC HEALTH

ORGANISATIONS REQUIRE MĀORI STAFF TO JUSTIFY THEIR USE OF ORGANISATIONAL RESOURCES OR TIME AT A MUCH MORE HIGHLY SCRUTINISED LEVEL THAN NON-MĀORI

FUNDING IMBALANCES THAT DISADVANTAGE AND SET MĀORI STAFF AND INTERVENTIONS UP FOR FAILURE



LACK OF VALUE PLACED ON INDIGENOUS INTELLIGENCE



RECOGNISING AND RE-ENGAGING WITH TE TIRITI O WAITANGI AS A FRAMEWORK FOR PRACTICING & WORKING IN AUTHENTIC PARTNERSHIP

HUMAN RESOURCES PRACTICES MUST REFLECT A MĀORI WORLD VIEW



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# PUBLIC HEALTH UNITS ENABLERS FOR MĀORI SUCCESS

INCREASING MĀORI WORKFORCE ESPECIALLY IN INFLUENTIAL DECISION-MAKING POSITIONS



GROWING AND SUPPORTING LEADERSHIP - BOTH MĀORI AND NON-MĀORI



ENSURING THE RIGHT KIND OF COMPETENCE IN NON-MĀORI STAFF TO DELIVER FOR MĀORI

SUPPORT THE TRANSMISSION OF CULTURAL KNOWLEDGE AND INCREASE OF CULTURAL/INDIGENOUS PRACTICE CAPACITY AMONG MĀORI STAFF

