



Te Whāriki o te Ara Oranga

## Q&A

### Whāriki He Aka Hui | Navigate – Kaupapa Māori Leadership Programme

#### Do NGO's that are not Iwi but managed by a board of white directors have the right to say they are kaupapa Māori. - Angus

Tena koe Angus, thank you for this question. From my background and understanding of kaupapa Māori is that it is 'By Māori, for Māori and with Māori'. Respecting the whenua, people and localised context tikanga and kawa of the area. From my whakaaro we are all rangatira and uphold our own mana-motuhake.

I also believe that we need allies from te ao pakeha to walk alongside our aspirations as Māori (in whatever that may look like). We hope that our tauwi whanau gain a greater understanding of te ao Māori – through a Māori heart, aroha and through actions. For our tau iwi individuals or organisations, a Māori centred approach and honouring Te Tiriti by being a good Te Tiriti partner is my personal aspiration. A Māori centred approach involves privileging te ao Māori values and beliefs through our actions. For us at SCDHB – we have Kia Tika te Ara 3-day cultural competency/safety programme which is mandatory for all staff to attend. This is facilitated by education leaders from our Māori community.

#### On reflection what have participants learned from this experience? What was the standout moment in this program? - Joanne

The stand outs from the programme have been the relationships that have been built across the sector. Kia Tika te Ara (cultural competency/safety programme) which is a 3-day programme – which is now mandatory for all staff to complete as part of staff induction/orientation. Our first cohort was our Senior Leadership Team and senior medical staff. Following orientation day many of our workforce have enrolled in te reo me ona tikanga classes run on the marae to further expand their understanding of te ao Māori te reo rangatira. This is consistent with our vision of a hospital workforce that has a relationship and connection with our Māori community. You can feel the culture shift within our organisation with the use of reo aroha used by our staff throughout the organisation at all levels. We have received feedback from senior medical staff Dr Peter Doran that Kia tika te Ara has transformed his thinking through understanding, and he has become an equity champion within our DHB system, and motivated to be a good treaty partner.

- Personal and professional projects initiated from our programme.
- The DHB that funded and supported all SCDHB Māori staff to attend this programme if they wanted to. We also invited Māori staff from cross sector government agencies (Oranga Tamariki, Corrections, Police, Ministry of Justice, NGO, marae staff and Māori community to attend and wananga together on the marae. For me this was a significant shift of thinking and action from my DHB.
- Transformational change from individuals on what was important to them.

- Learned leadership important concepts wananga setting of communication, below and above line behaviours, identifying your own strengths, mana tupuna/whanau, presentations from health leaders from this community and Māori leaders. Kaumatua, Fiona Pimm (MHA board member), Suzy Waaka (Retired Māori Health Promoter), Ruth Garvin (Māori Health and Education Leader), Upoko Runaka Tewera King, Helen Leahy (CEO Te Pūtahitanga) and Dean Rangihuna (Māori Health Leader CDHB/iMHA and MOH).
- As mentioned earlier the relationships and depth
- For some of our Māori participants who were still on their journey of identity of te ao Māori – this connected them to our Māori community in a safe way.

### **Have you seen this shift behaviour with those that fear te ao Māori because of how they may have been treated in the past? - Renee**

Definitely Renee. One of the most important aspects of our programme (and all of our SCDHB programme) is the importance of cultural safety, psychological safety and everything is done through aroha and respect. Reo aroha is a term we use often in our setting but if we place aroha in the centre of everything, we do we cannot go wrong. That includes uncomfortable/challenging conversations such as Te Tiriti, colonisation, assimilation, past injustices, NZ history, inequities in health, health disparities, racism et etc. These are all challenging topics but we have some amazing facilitators and leaders delivering these all in a safe space. Some of our facilitators such as Equity Champions Network – Dr Peter Doran is pakeha. We also have Māori and tauīwi facilitators for Kia Tika te Ara (Cultural competency/Safety programme). So this provides unique world views to help our participants meet in the middle. The environment and being 3 days also allows for reflective work and helping people unpack some of those fears that or experiences they may have experiences. But to answer your question we make a safe environment based on Māori values of aroha, whanaungatanga, manaakitanga, wairuatanga and aroha. Where our people can reflect on where they sit in the world and through education can help support them.