



Te Rautaki Māori me Te Ara Whakamua

September 2021

Whakataukī

Ko te pae tawhiti whāia kia tata, ko te pae tata whakamaua kia tina.
Seek out the distant horizons, while cherishing those achievements at hand.

Mai te pō ki to ao marama | Ab umbris ad lumina vitae | From the darkness into the world of light

The RANZCOG motto, included in our waiata ‘Taku pā harakeke e’, is fitting and well aligned to our mahi. Its more physical manifestations are apparent for those who serve to enhance birth in whatever ways they can. It is also a reference to the creation myth in te Ao Māori. Judge Taumaunu¹ has spoken of this analogy to transformation within the justice system, which faces similar barriers to health in trying to provide equity. He goes further to draw comparison to all our ancestors who travelled for a better life in an ‘enlightened’ world.

“Flourishing pae ora, with all of its elements, requires ready access to all determinants of good health”

Sir Mason Durie²

We need to develop a holistic view of what is needed for an individual to become, be, and stay healthy. This is not only the absence of manifested disease. Well informed engagement, joint decision making with our patients and whānau requires us to know all the circumstances that contribute to the person we see before us. What assumptions are we or does our health system currently make? Where does she live, work, and play? How might this affect her resources and resilience to have her health needs met?

Kua takoto te manuka - Laying down the wero:

Bridging the equity gap is a challenge.

Challenging the ‘norms’ of any system is recognised to be threatening.

We ask do our current norms serve a culturally diverse society.

Bouncing back from adversity depends upon people feeling valued, feeling listened to, having trust, honesty, relationships, and networks.

The right solution requires as complete a view as possible, for any given situation.

My hope is that Te Rautaki Māori me Te Ara Whakamua can challenge some of our current norms in a positive way. Let our delivery suites, operating rooms, outpatient clinics and private rooms be spaces where our patients can see, hear and feel “we value and celebrate our culture.”

Leigh Duncan, Chair He Hono Wāhine

RANZCOG is committed to Te Tiriti o Waitangi and the equity of access to care provided in a culturally safe way. If we are to make a difference for women in Aotearoa New Zealand, we must make a difference for wāhine Māori and we are increasingly clear this means doing things differently.

To make the needed difference for wāhine Māori new approaches are required. This will be a key challenge to all medical practitioners and the health systems that they work in. A new way of providing care that is focussed on the needs of wāhine Māori will be developed and will over time become accepted best practice. This must evolve through co-design with Māori. There will be benefits for all women as we question how care is best accessed and delivered in Aotearoa New Zealand.

We look forward to playing our part in creating change that improves medical practice and outcomes for wāhine Aotearoa New Zealand.

Celia Devenish, Chair Te Kāhui Oranga ō Nuku

¹ Chief District Court Judge Heemi Taumaunu; Annual Norris-Ward, McKinnon Lecture Waikato University 2020

² Sir Mason Durie; Pae Ora Māori Health Horizons 2009 Lecture, MoH Pae Ora healthy futures Launch of He Korowai Oranga

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RANZCOG's vision

Delivery of excellence and equity in women's health

RANZCOG's commitment

RANZCOG recognises the special status of Māori as tangata whenua in Aotearoa New Zealand and is committed to meeting its obligations as Te Tiriti o Waitangi partners.

RANZCOG's values

He Māngai - Advocacy

He reo whai-mana mātou mō te mana taurite, te manatika tangata, te matatika me ngā kaupapa here whai taunaki.

We are a leading voice for equity, social justice, fairness, and evidence-based policy.

Mātauranga - Education

E tūwhera ana mātou ki ngā akoranga hōu, ki te toha i ngā mōhiotanga, me te ako mā te ruku kau ki ngā momo auaha, ngā momo whakatūhura, me ngā momo rangahau.

We embrace the opportunity to learn, share knowledge and experience through innovation, discovery and research.

Kairangi - Excellence

Ka nanaiore atu mātou ki ngā pae taumata teitei rawa atu ahakoa te mahi, te kaupapa whakaako tangata, te kaupapa rangahau, te tautoko tangata rānei.

We are committed to performance at the highest standard in our work, training, research and support.

Ngākau Pono - Integrity

Ahakoa te mahi, ahakoa te tangata, he hunga pono, he hunga matatika, he hunga kore karo i ngā taumahatanga mātou.

We act honestly, ethically and with accountability towards everyone and in everything we do.

Manaakitanga - Kindness

He hunga kaha ki te manaaki, kaha ki te tiaki i te tangata.

We act with compassion and care towards ourselves and one another.

Whakamana Tangata - Respect

Ko te whanaungatanga, te mōtika tangata, te whakapono, te āhei ki te kōwhiri ētahi o ngā kaupapa e whakatinanatia ana, e whakatairangatia ana e mātou.

We expect and promote inclusivity, valuing individual rights, beliefs and choices.

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Version	Date of Version	Pages revised / Brief Explanation of Revision
v1.1	September 2021	New

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Policy Approved by:	He Hono Wāhine, Te Kāhui Oranga o Nuku, RANZCOG Board
Review of Policy:	September 2023

Acknowledgements

Te Rautaki Māori me Te Ara Whakamua is informed by a committed group within the wider RANZCOG community. All are focused on making a difference. The desire was for our plan to connect with all parts of the organisation, and for it to be action orientated and achievable.

We would very much like to acknowledge the contribution of Ria Earp who expertly marshalled, challenged, and then helped gather together common themes for this mahi. The assistance of the RANZCOG Aotearoa New Zealand office team was crucial.

Thank you to those individuals who were able to attend the strategic planning hui in May 2021 and contributed to the development of this plan.

Dr Angela Beard	Prof Bev Lawton
Dr Sue Belgrave	Kate McNabb
Dr Erena Browne	Dr Alicia Mulligan
Dr Wendy Burgess	Dr Kara Okesene-Gafa
Catherine Cooper	Bailey Parata
Wendy Dallas-Katoa	Dr Rachel Potae
Dr Celia Devenish	Dr Philip Suisted
Dr Leigh Duncan	Dr John Tait
Ria Earp	Dr Kasey Tawhara
Dr Sue Fleming	Dr Sarah Te Whaiti
Dr Gill Gibson	Dr Nick Walker
Tamara Karu	

He Hono Wāhine guides the development and review of Te Rautaki Māori me Te Ara Whakamua. He Hono Wāhine have been integral in RANZCOG's development to get to where we are today.

Dr Angela Beard	Prof Bev Lawton
Dr Erena Browne	Kate McNabb
Catherine Cooper	Bailey Parata
Luke Crawford	Dr Philip Suisted
Wendy Dallas-Katoa	Dr Kasey Tawhara
Dr Leigh Duncan	Dr Sarah Te Whaiti
Tamara Karu	

We have drawn upon the decades of work by many who have focused on Māori and indigenous health. Those who collect and report hard statistics which highlight the inequities in Aotearoa. Those who share and document firsthand stories. They have advocated tirelessly for change within all parts of our health system.

Glossary of Terms

Cultural Competence	The Medical Council has previously defined cultural competence as “a doctor has the attitudes, skills and knowledge needed to function effectively and respectfully when working with and treating people of different cultural backgrounds”. While it is important, cultural competence is not enough to improve health outcomes, although it may contribute to delivering culturally safe care. Evidence shows that a competence-based approach alone will not deliver improvements in health equity ³
Cultural Safety	The need for doctors to examine themselves and the potential impact of their own culture on clinical interactions and healthcare service delivery. The commitment by individual doctors to acknowledge and address any of their own biases, attitudes, assumptions, stereotypes, prejudices, structures, and characteristics that may affect the quality of care provided. The awareness that cultural safety encompasses a critical consciousness where healthcare professionals and healthcare organisations engage in ongoing self-reflection and self-awareness and hold themselves accountable for providing culturally safe care, as defined by the patient and their communities ⁴ .
Hauora	Health
He Hono Wāhine	RANZCOG Māori women’s health committee
Kaupapa Māori	Māori approach
Kaitohutohu Hauora Wāhine Māori	Māori Women’s Health Advisor
Mahi	Work
Mana motuhake	Autonomy, self-determination
Pae ora	Healthy futures
Te ao Māori	Māori world view
Wāhine	Women (including gender diverse pregnant people)
Whakataukī	Proverb or significant saying
Whānau	Family, support group defined by the patient
Tangata whenua	Indigenous people, people of the land
Te Ara Whakamua	The Pathway Forward
Te Rautaki Māori me Te Ara Whakamua	The Māori Strategy and the Pathway Forward
Te Kahui Oranga o Nuku	RANZCOG New Zealand committee
Te Rautaki Māori	The Māori Strategy
Tikanga	Protocol
Tohu	Emblem, sign
Waiata	Song

³ <https://www.mcnz.org.nz/assets/standards/b71d139dca/Statement-on-cultural-safety.pdf>

⁴ Curtis et al. “Why cultural safety rather than cultural competency is required to achieve health equity”. International Journal for Equity in Health (2019) 18:174

Context

Te Tiriti o Waitangi

Te Rautaki Māori me Te Ara Whakamua is underpinned by te Tiriti o Waitangi (te Tiriti) and its principles. Te Tiriti requires the health system to work towards eliminating health inequities between Māori and non-Māori.

The Hauora Report (Waitangi Tribunal report WAI2575) advocates for the principles of tino rangatiratanga, partnership, active protection, equity, and options to replace the dated “3 P’s” of partnership, protection, and participation.

- Tino rangatiratanga – The guarantee of self-determination
- Partnership – Mutual respect between patient and doctor, working with Māori at all levels of the organisation
- Active protection – Mana Motuhake, personal tikanga present in health care
- Equity – Allowing different resources and approaches to achieve equity for wāhine Māori.
- Options – Right to choose and contribute to care plan

Whakamaua: Māori Health Action Plan 2020-2025

Whakamaua is the Ministry of Health’s implementation plan for He Korowai Oranga, New Zealand’s Māori Health Strategy. This document sets the government’s direction for Māori health advancement over the next five years. Being underpinned by the Ministry’s Te Tiriti o Waitangi Framework, it provides a tool for the health and disability system to fulfil its obligations and special relationship between tangata whenua and the Crown.

Whakamaua was used throughout our Māori Strategic Hui held in May 2021 to align our actions with, as well as apply a systemic lens to our strategy and action plan. The delivery of kaupapa Māori practices within the health system is a key objective for the next five years, something that has a strong connection to obstetrics and gynaecology practice because the overall Whakamaua vision of pae ora, healthy futures for Māori starts at conception and birth.

Health and disability system reform

The Health and Disability System Review was a comprehensive look into our health system to address the inequities experienced across the system. Both the interim report (August 2019) and the final report (March 2020) found that change was needed. Four themes were identified:

1. Ensuring consumers, whānau and communities are at the heart of the system
2. Culture change and more focused leadership
3. Developing more effective te Tiriti based partnerships within health and disability and creating a system that works more effectively for Māori
4. Ensuring the system is integrated and plans for the long-term

On 21 April 2021 the Minister of Health announced significant changes to the New Zealand health system, following the review. Key changes include:




- All DHBs will be replaced by one national organisation, Health New Zealand
- A new Māori Health Authority will have the power to commission health services, monitor the state of Māori health and develop policy
- New Public Health Agency will be created

- Strengthened Ministry of Health will monitor performance and advise Government

Te ORA, CMC, Allen+Clarke cultural safety review 2021

In 2020 and 2021 Allen + Clarke conducted research commissioned by the Council of Medical Colleges (CMC) and Te Ohu Rata o Aotearoa (Te ORA). The research aimed to better understand what actions medical colleges are taking regarding cultural safety and health equity, and how Māori Fellows and trainees experience the training programmes and support provided by colleges. The report serves as a baseline assessment against which progress can be tracked and was a useful tool in the creation of this action plan.

RANZCOG Strategic Plan 2019-2022

Members 	Organisation 	Stakeholders 
Creating a stronger engagement with members through provision of support, advocacy, and education	Creating an agile, sustainable, and innovative organisation	Developing and maintaining productive and mutually beneficial relationships

“Our commitment to deliver the best possible health outcomes for women and their families, to provide the best possible services for our members, to provide quality education and training for our trainees and the commitment to enhance our engagement with our stakeholders, have all shaped the strategic priorities in this plan. Additionally, the complex social, economic, political, and legal environments within which the College operates, have also influenced RANZCOG’s strategic direction.”

Dr Vijay Roach
President

Strategic areas



Te Kāhui Oranga ō Nuku

Te Kāhui Oranga ō Nuku is RANZCOG’s New Zealand committee. The name Te Kāhui Oranga ō Nuku was gifted to RANZCOG by He Hono Wāhine and means an assembly of people with a focus on health pertaining to women.

The image designed by Dave Burke and Luke Crawford (He Hono Wāhine Kaumatua) encompasses the elements of the name Te Kāhui Oranga ō Nuku, using three tohu. For Te Rautaki Māori me Te Ara Whakamua, each tohu represents a strategic area and each of these is linked to RANZCOG’s three strategic areas of members, organisation, and stakeholders.

Wāhine Māori - Stakeholders



Ō Nuku stems from Papatūānuku (Earth Mother) and ties the female element to RANZCOG’s mahi.

In Te Rautaki Māori me Te Ara Whakamua, the tohu represents RANZCOG’s strategic area of ‘Stakeholders’, representing wāhine Māori, those who the health system needs to better serve.

The tohu also relates to accountability, cultural development, and advocacy. RANZCOG is committed to holding ourselves accountable in our mahi to support hauora wāhine Māori.

Members – our people



Oranga stems from the root word ora. This translates to well, alive, together, satisfied. This positions the committee's focus and function to health, wellbeing and pae ora.

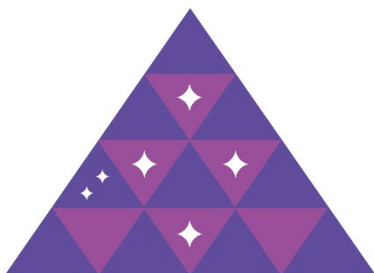
In Te Rautaki Māori me Te Ara Whakamua, the tohu represents RANZCOG's strategic area of 'Members'.

reshape and rethink.

The tohu connects to the importance of growth and continuing to

RANZCOG trainees, Fellows, and staff are committed to supporting the health and wellbeing of wāhine. We are all connected by this passion. The unfurling fronds within this tohu represents the growth needed in RANZCOG to continue to learn and achieve equity in women's health. The new life shown in the fronds connects the growth in our members, with the literal role of obstetricians bringing new life into the world and new knowledge into our gynaecological practise.

Organisation



Te Kahui o ngā whetū is a common Māori phrase which speaks of the constellation of stars. This concept describes a relationship to the navigational aspects of stars. The Southern Cross constellation is a defining feature of location for people in the Pacific and New Zealand.

In Te Rautaki Māori me Te Ara Whakamua this tohu represents RANZCOG's strategic area of 'Organisation'.

The navigational aspect of stars recognises the journey RANZCOG is on. We are navigating how we can make the biggest difference for wāhine Māori, as defined by wāhine Māori.

The Southern Cross also reflects our identity as a bi-national organisation of Australia and Aotearoa New Zealand.

RANZCOG aims to be leaders in women's health and is committed to supporting the future outcomes for wāhine Māori. With this leadership, we need guidance. Listening to wāhine Māori, iwi, the Māori Health Authority, and other hauora Māori entities, experts, and leaders we will be informed.

Bringing together



The combined tohu reflects how the three elements of the strategic plan come together.

Strengthening and growing the capacity of the organisation and its people, RANZCOG will better be able to support wāhine Māori to achieve their health aspirations.

This is the foundation for achieving the vision of 'excellence and equity in women's health'.

Whakatutukitanga – Achievements so far

This strategy builds on mahi since the reestablishment of He Hono Wāhine in 2014, and prior to that the Indigenous Health Committee.

Cultural competence and safety of O&G workforce	<ul style="list-style-type: none"> • Marae visit and cultural workshop and mihi whakatau at NZ ASMs • Collaboration with Māori/Indigenous Health Institute – Otago University (MIHI) to create RANZCOG specific cultural competence course • Mandatory cultural competence modules for trainees • Te Kāhui Oranga ō Nuku commitment to completing cultural competence modules • Recommendation to MCNZ for all RANZCOG SIMGs to complete cultural competence modules • All RANZCOG Fellows encouraged to complete cultural competence modules
Māori workforce	<ul style="list-style-type: none"> • CV points for Māori and Pacific RANZCOG applicants • Tuakana-Teina (mentoring) support available for Māori trainees • Annual hui for trainees and Fellows • Engagement with Māori medical students at Te ORA conference • Hui expanded to fund attendance of Māori medical students and PGYs
Māori Participation in governance	<ul style="list-style-type: none"> • He Hono Wāhine established, including two kaumātua • He Hono Wāhine representation on Te Kāhui Oranga ō Nuku • He Hono Wāhine Chair sitting in Council meetings with voting rights • Constitution amended to establish two Māori positions on Council – Chair of He Hono Wāhine, and an elected Māori Fellow (elected by Māori Fellows)
Organisational capacity	<ul style="list-style-type: none"> • NZ Committee renamed Te Kāhui Oranga ō Nuku • Commitment to mihi at RANZCOG NZ meetings • RANZCOG statement on commitment to Te Tiriti and acknowledging Māori as tangata whenua established • Māori Fellow/trainee representatives on RANZCOG working groups (challenging to resource given small numbers of Māori trainees/Fellows) • Te Tiriti and health equity 2-day workshop for all NZ staff and online module optional for Australian staff • Establishment of Kaitohutohu Hauora Wāhine Māori (Māori Women's Health Advisor) position
Advocating for equity of outcomes	<ul style="list-style-type: none"> • Focus on equity in submissions • He Hono Wāhine Chair or representatives nominated for working groups • NZ ASM 2021 theme 'Campaigning for Equity in Women's Health He Kakari Taurite mo te Oranga Wāhine

With He Hono Wāhine a well-established committee, Māori representation on Te Kāhui Oranga ō Nuku and RANZCOG's Council and the Kaitohutohu Hauora Wāhine Māori role providing staff support, RANZCOG is ready to take next steps of our equity journey.

Te Ara Whakamua – The pathway forward



Wāhine Māori – Stakeholders

Goal	2022-2023	2023-2026
RANZCOG advocates for wāhine Māori	<ul style="list-style-type: none"> RANZCOG Aotearoa New Zealand ASM 2022 has a foundation of wāhine Māori health equity 	<ul style="list-style-type: none"> All RANZCOG Aotearoa New Zealand ASMs have a foundation of wāhine Māori health equity
	<ul style="list-style-type: none"> Advocacy for Māori and health equity in all relevant external submissions 	<ul style="list-style-type: none"> RANZCOG creates position statements on equity and other Māori related topics to provide clear direction and commitments
	<ul style="list-style-type: none"> RANZCOG advocates for Māori-led health reform and the Māori Health Authority in Health and Disability System Review 	
	<ul style="list-style-type: none"> A strong focus on equity in RANZCOG Aotearoa New Zealand Women's Health Summit Engage with Māori organisations through participation in the Summit 	<ul style="list-style-type: none"> Continue relationships with Māori health providers
Increased research in Māori women's health	<ul style="list-style-type: none"> Review trainee research project criteria to include an equity lens Include equity in Mercia Barnes Trust research grant criteria 	<ul style="list-style-type: none"> Advocate for and support more research with a focus on Māori women's health equity
RANZCOG actively supports external equity activities	<ul style="list-style-type: none"> Work with MIHI to finalise the Equity Toolkit and present it to clinical directors as a resource for improving equity in hospital O&G services 	



Members

Goal	2022-2023	2023-2026
RANZCOG Fellows and trainees are culturally safe	<ul style="list-style-type: none"> Review CPD points for the MIHI cultural competence course to provide a strong incentive for Fellows to complete the course 	<ul style="list-style-type: none"> All New Zealand based Fellows complete the MIHI cultural competence course Ongoing development pathway established and implemented for trainees and Fellows for cultural competence and cultural safety Explore options for ongoing cultural safety and competence development for people who have already completed the MIHI cultural competence course
	<ul style="list-style-type: none"> Support and participate in IMAG (Interagency Māori Advisory Group) work to develop a cultural safety framework 	<ul style="list-style-type: none"> Implement cultural safety framework into FRANZCOG curriculum and CPD programmes Support and participate in IMAG (Interagency Māori Advisory Group) work on cultural loading
	<ul style="list-style-type: none"> Develop pathways to better address concerns about cultural safety, racism, or discrimination 	
Māori trainees are supported throughout training period to be culturally safe, valued, and respected	<ul style="list-style-type: none"> Create a peer support network for Māori trainees 	
	<ul style="list-style-type: none"> Review the Tuakana-Teina mentoring offerings to Māori trainees 	<ul style="list-style-type: none"> Updated Tuakana-Teina support system in place and offered to all Māori trainees
	<ul style="list-style-type: none"> Research the factors that impact on Māori trainee retention in the FRANZCOG training programme 	<ul style="list-style-type: none"> Develop and implement additional retention strategies
The Māori O&G workforce grows to reflect the population	<ul style="list-style-type: none"> Research the barriers for recruitment of Māori in O&G 	<ul style="list-style-type: none"> Develop and implement additional recruitment strategies
	<ul style="list-style-type: none"> Continue to promote O&G training to Māori at medical student and Te ORA conferences 	<ul style="list-style-type: none"> Develop relationships with university and medical schools Identify opportunities to promote medical careers and O&G through Māori high schools, Kia Ora Hauora, Te Oranga
	<ul style="list-style-type: none"> Review FRANZCOG selection process and identify if further processes are needed to support growth in Māori trainee numbers 	<ul style="list-style-type: none"> Implement any changes to FRANZCOG selection process
		<ul style="list-style-type: none"> Fund university Summer Studentships (scholarships) for Māori medical students
Māori O&G leadership and governance is prioritised		<ul style="list-style-type: none"> Develop and implement Māori focused leadership training for member CPD Ongoing consultation with Māori organisations, especially iwi and hapū to support governance, and genuine power sharing



Organisation

Goal	2022-2023	2023-2026
RANZCOG is a culturally safe organisation	<ul style="list-style-type: none"> • Create and utilise a te reo Māori style guide to support RANZCOG staff and members to utilise te reo Māori in College communication 	<ul style="list-style-type: none"> • Te reo Māori style guide reviewed annually to expand use of te reo Māori and understanding of te Ao Māori
	<ul style="list-style-type: none"> • Aotearoa New Zealand office staff to continue to increase understanding and confidence in te Ao and te reo Māori and understanding of te Tiriti o Waitangi • Offer opportunities for Australian staff to develop understanding of te Ao and te reo Māori and te Tiriti o Waitangi 	<ul style="list-style-type: none"> • Aotearoa NZ office staff demonstrate growing confidence in te Ao and te reo Māori and increased understanding of te Tiriti o Waitangi.
	<ul style="list-style-type: none"> • New Board and Council members encouraged to complete Te Tiriti o Waitangi training 	<ul style="list-style-type: none"> • Te Tiriti o Waitangi training included in Board and Council induction
	<ul style="list-style-type: none"> • Contribute to the review of RANZCOG’s Strategic Plan 2019-2022 to ensure commitment to te Tiriti o Waitangi 	<ul style="list-style-type: none"> • Te Tiriti o Waitangi and RANZCOG’s commitment is explicitly referenced in RANZCOG Strategic Plan 2023-2025
Māori are involved in all levels of the College	<ul style="list-style-type: none"> • Embed Māori Council positions 	<ul style="list-style-type: none"> • Dedicated Māori position on the Board
		<ul style="list-style-type: none"> • Continue to engage wider Māori Fellows group in the work of He Hono Wāhine • Review Māori representation on RANZCOG committees and working groups
Equity is a foundation of all RANZCOG guidelines, policies, and protocols	<ul style="list-style-type: none"> • Recommend the implementation of the MIHI Equity Toolkit in RANZCOG’s guideline development 	<ul style="list-style-type: none"> • Implement MIHI Equity Toolkit in RANZCOG’s guideline development • All RANZCOG guidelines include an equity focus

Monitoring progress

Te Rautaki me Te Ara Whakamua will be a living document that both informs RANZCOG's Strategic Plan and will be reviewed as RANZCOG's Strategic Plan changes. Te Ara Whakamua will be revised as we progress along the journey and as the environment and context within which we operated changes. This may result in changes to actions and timeframes.

Progress against Te Ara Whakamua will be reviewed annually. A reporting framework of Te Ara Whakamua will be created to assist He Hono Wāhine and Te Kahui Oranga o Nuku to review and report progress annually.

Te ORA, CMC, Allen+Clarke cultural safety review 2021 provided a baseline assessment of colleges' progress in key areas. Te ORA and CMC plan to conduct research on progress against the baseline regularly. This will provide an external evaluation tool to track our progress and to compare it to other colleges.



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