

APM Workcare (NZ) - Te Tiriti O Waitangi Pro Equity & Anti-Racism Position Statement

Position:

As a Tangata Tiriti organisation, APM Aotearoa:

- Believe we have a responsibility to role model and support the way health and rehabilitation organisations understand, respond to, and address racism and discrimination in all its forms.
- View the elimination of racism in all its forms as vital to achieving health equity for all New Zealanders.
- Believe by actively working to uphold our obligations to Tangata Whenua, under Te Tiriti o Waitangi, we will also be able to pro-actively enable positive changes in health inequities.
- Recognise the mana of whānau, hapū, and iwi and will work to nurture authentic, reciprocal, and enduring relationships.
- Understand that racism is deeply embedded, pervasive and believe that addressing health inequities also means addressing our own systemic and institutional barriers. This includes, but is not limited to, our internal policies, procedures, systems, attitudes, models of care, or service design as potential purveyors of racism, discrimination, and inequity.
- Is conscious, as a large service provider, of the important role we play in supporting, advocating, and creating space for the aspirations of Māori, Pasifika, Rainbow, Tāngata Whaikaha-disability, Refugee, and other underserved communities.
- Recognises wealth generation and wealth security as critical to addressing health outcomes and will actively explore opportunities to diversify business relationships to pro-actively support more Māori and minority owned business.
- Acknowledges we are in the early stages of an ongoing journey, have lots to learn, and will make mistakes as we work towards our vision through service.

Vision:

APM Aotearoa's vision is to be a recognised Tangata Tiriti health, rehabilitation, and employment services provider of choice for Māori, Pasifika, and other underserved communities.

Background:

APM Aotearoa acknowledges that the drivers of health inequities are complex and varied. APM Aotearoa also recognise that correcting long standing health inequities will take a whole of system response. We believe every organisation, as part of the system in Aotearoa, has a responsibility to take the necessary steps to act against racism, discrimination, and health inequities. This document affirms APM Aotearoa's commitment to being part of the solution; and outlines our commitment to upholding Te Tiriti o Waitangi by being a pro-equity and anti-racist Tangata Tiriti organisation.

Purpose:

The purpose of this living document is to guide our organisation as a Te Tiriti partner, and in our responsibility as a health equity focused organisation. This document also sets out our expectations and commitments internally. As we grow our organisational knowledge and capability, so to, will our understanding of what we need to be doing grow, and our ability to action change. This document serves as both a reflection of where APM is now, and where APM aspires to be, as we work to *enable better lives*.

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Actions:

As industry leaders in rehabilitation and employment services sector in Aotearoa, we will:

- Utilise our profile and influence to advocate for our priority groups and communities with our partners and stakeholders (ACC, Manatū Hauora, Te Whatu Ora, MSD, local providers, NRPG, local/central government).
- Lead the sector by setting clear organisation wide vision for Te Tiriti o Waitangi, Anti-Racism and Pro-Equity, embedded as strategic priorities, and supported by action plans and accountability measures.
- Undergo regular organisational reviews to assess our Te Tiriti, pro-equity, and anti-racism responsiveness.

Within APM Aotearoa we will:

- Prioritise and invest in our data collection, measures, and analysis processes to ensure we can provide evidence and in real time feedback in relation to client population health, access, experiences, and outcomes.
- Develop accountability measures for monitoring effectiveness and improving health outcomes form Māori and other priority groups.
- Prioritise organisational wide training to grow cultural safety capability and critical consciousness in the context of Aotearoa.
- Actively seek to partner with Māori, Pasifika and other organisations and groups that share similar values and aspirations, both in the health sector and across other business streams (i.e.: marketing, employment, contractors).
- Ensure all Aotearoa marketing and communications material reflects the diverse communities of NZ.
- Develop a plan to regularly work through policies and procedures to review and address system barriers that obstruct pro-equity and anti-racist Kaupapa.
- Develop an action plan to grow the representation and diversity of staff and leadership at APM at all levels including supporting more Māori, Pasifika, Rainbow, and Tāngata Whaikaha-disability into visible senior leadership roles.

With our Māori, Pasifika and other priority whānau-groups we will:

- Nurture authentic and reciprocal relationships with local communities and priority organisations including mana whenua.
- Establish consumer advisory groups to help inform our services (Māori, Pasifika, Rainbow, Tāngata Whaikaha etc.).
- Intentionally develop and propose evidence-based services to address equity issues in the health, rehabilitation, and employment sector.
- Pro-actively invest in the professional and personal growth of our Māori, Pasifika, Rainbow and Tāngata Whaikaha-disability staff intentionally and with purpose.
- Recognise in certain spaces we will be tuakana, and in certain spaces we will be teina, and to act accordingly.
- Do what we can to support the aspirations of our priority communities.

Te Tiriti o Waitangi:

APM Aotearoa recognises He Whakaputanga o te Rangiratanga o Niu Tirenī (Declaration of Independence of the united tribes of New Zealand) signed in 1835, which reaffirms Aotearoa as a sovereign nation under Tangata Whenua.

APM Aotearoa affirms Te Tiriti o Waitangi as the founding document of Aotearoa New Zealand and supports the articles of Te Tiriti o Waitangi as a guide for APM to improve the lives of Tangata whenua, and Tangata tiriti.

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Article One – Kawanatanga – Decision Making

Pro-actively encouraging, supporting, and protecting Māori aspirations, including meaningful and intentional representation of mātauranga Māori and Māori worldviews at all levels including the decision-making levels of our organisation.

Article Two – Tino Rangatiranga – Self-Determination

APM recognise Māori as unique and Indigenous to Aotearoa. Our organisational policies, procedures, strategies and plans will be infused with mātauranga Māori. We will work with Māori communities and partners to support and enable Māori led rehabilitation solutions.

Article Three - Ōritetanga - Equity

APM will deliver equitable health, rehabilitation, and employment services outcomes for Māori across all aspects of our organisation. We will encourage, support, and enable the Tangata whenua voice in the design and delivery of services to meet the cultural, clinical, and service needs equitably.

Article Four – Te Ritenga – Beliefs, Practices & Values

We will pro-actively uplift and protect Māori cultural identity, Te Reo Māori and Tikanga across our organisation, and recognise the richness, diversity, and variations of lived realities of Māori communities.

APM Aotearoa also acknowledge the principles of Te Tiriti as articulated in the 2019 Hauora report recommendations. We will actively work to uphold Te Tiriti by utilizing the principles as a complimentary guide to help us meet our responsibilities under Te Tiriti. The principles of **Tino Rangatiratanga**; **Equity**; **Active Protection**; **Partnership**; and **Options** are applicable to the wider health system, including our area of service.

Pro-Equity & Anti-Racist Organisation

APM Aotearoa supports the Ministry of Health’s definitions of equity and anti-racism (Ministry of Health, NZ). As an organisation we are committed to doing all we can to achieve equitable health outcomes for our Māori, Pasifika, Rainbow, Tāngata Whaikaha and other under-served hāpori, and eradicate racism and discrimination in all its forms. APM also acknowledge the connection between a healthy natural environment and its importance to overall health and wellbeing – *ka ora te whenua ka ora te tangata*. We will work on our social responsibilities to ensure safe, and clean natural environments as part of our pro- equity approach.

APM know to achieve this we must proactively identify our own structures, systems, and processes that do not align or perpetuate a pro-equity and anti-racist system. For APM Aotearoa, this is an on-going commitment to embed Te Tiriti, equity, and anti-racism into our everyday working, at all levels of our organisation. It won’t be easy, but it is the right thing to do and one we are committed to.

Definitions:

Equality:

Equality recognises that **everyone gets the same** things to enjoy full and healthy lives. Equality only works if everyone starts from the same place and needs the same things (Ministry of Health, 2019).

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Equity:

Equity recognises that **people with different levels of advantage require different approaches and resources** to get equitable health outcomes and enjoy full and healthy lives. To achieve this, it must be considered as a structural or systemic concept inclusive of power, resources, strategies, conditions, habits and outcomes, and an understanding of unique human differences (Ministry of Health, 2019).

Racism:

Racism comprises racial prejudice and societal power and manifests in different ways. It results in the unequal distribution of power, privilege, resources, and opportunity to produce outcomes that chronically favor, privilege and benefit one group over another. All forms of racism are harmful, and its effects are distinct and not felt equally (Ahuriri-Driscoll, Williams & Vakalalabure-Wragg, 2022).

Anti-Racism:

Anti-racism actively opposes and addresses racism in all its forms. Anti-racism accepts the need to redistribute power, privilege, resources, and opportunity. It requires people and institutions to examine their power and privilege and acknowledge and address power imbalances. It is an essential enabler of wellbeing and equity, particularly for Māori, Pacific peoples, and communities of colour (Ahuriri-Driscoll, Williams, Vakalalabure-Wragg, 2022).

Tangata Whenua:

Indigenous people of Aotearoa New Zealand

Tangata Tiriti:

All other people who call Aotearoa New Zealand home

Tāngata Whaikaha:

People with disabilities in Aotearoa New Zealand

Hāpori:

Community, society, kinship group

In accordance with:

- Te Tiriti o Waitangi (Te Tiriti)
- Human Rights Act 1993
- New Zealand Bill of Rights Act 1940
- Waitangi Tribunal Hauora Findings 2019
- Pae Ora Health Futures Act 2022
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- United Nations Committee on the Elimination of Racial Discrimination (CERD)

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