

Appendix A: Central Government policy documents that refer to racism and health in Aotearoa NZ, 1980 – Aug 2020 (Talamaivao, N., G. Baker, R. Harris, D. Cormack and S.-J. Paine (2021) 'Informing Anti-Racism Health Policy in Aotearoa New Zealand', *Policy Quarterly*, 17 (4), pp. 50-57)

Central Government policy documents that refer to racism and health in Aotearoa NZ					
<i>Policy reports and strategies</i>					
Date	Title	Organisation	Description	Reference to Racism	URL
1988	Puao-Te-Ata-Tu (Day Break)	Department of Social Welfare	The Report of the Ministerial Advisory Committee on a Māori perspective for the Department of Social Welfare.	Recommendation one of the report (p. 9) was “to attack all forms of cultural racism in New Zealand that result in the values and lifestyle of the dominant group being regarded as superior to those of other groups, especially Maori. A specific section discussed the ‘many faces of racism’ personal, cultural and institutional racism.	https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/archive/1988-puaoteatatu.pdf
1994	He Matariki: Strategic Plan for Māori Public Health	Public Health Commission	He Matariki provides a framework for advancing Māori public health and forms part of the framework for public health and includes six Māori health goals and associated objectives.	Analysis of submissions and hui which feed into the development of the plan, identified racism and inequity as part of a range of social and economic factors which affected the public health status of Māori (p. 16).	https://www.moh.govt.nz/NoteBook/nbbooks.nsf/0/2A79228F8756131DCC256ABC0081B7E2/\$file/He%20Matariki.pdf
1995	Biculturalism in the Public Service; Revisiting the Kaupapa	Ministry of Health	Presents a framework for assisting organisations to define what they mean by bi-culturalism and in evaluating an organisations commitment to bi-culturalism.	Racial harassment policies is identified under the category of He Urupare Manahau (Active Responsiveness) which looks at an organisation’s workforce policies, structural arrangements and active consultation with Māori (p. 9).	https://www.moh.govt.nz/NoteBook/nbbooks.nsf/0/2A79228F8756131DCC256ABC0081B7E2/\$file/He%20Matariki.pdf
1998	In Our hands: New Zealand Youth Suicide Prevention Strategy Kia Pikite Ora o Te Taitamariki	Ministry of Youth Affairs, Ministry of Health, Te Puni Kōkiri	Kia Pikite ora o Te Taitamariki presents a strategic framework to identify actions to reduce Māori youth suicide. The strategy forms a component of a National Youth Suicide Prevention Strategy.	Racism is referred to under Objective 3 “Encourage discussion amongst taitamariki, whanau, hāpu, iwi and Māori on issues that impact on taitamariki Māori such as unemployment, racism, abuse, neglect, peer pressure, family breakdown, sexuality, relationship difficulties” (p. 13).	https://www.moh.govt.nz/notebook/nbbooks.nsf/0/A95F484F5F299C7C4C25665D006F43D4/\$file/nzyouthsuicidepreventionstrategy-kiapiki.pdf
1999	Māori Primary Care Services: a paper prepared for the National Health	National Health Committee (NHC)	The paper describes Māori primary care services, how these services are funded and issues faced by	In a discussion of whether ethnicity should be included in funding formulas, evidence is cited regarding the likely influence of institutional	https://www.moh.govt.nz/NoteBook/nbbooks.nsf/0/B28314128FC27CF0CC256AFE00787ECE/\$file

			Māori primary care services.	racism and ethnic differences in asthma medication (p. 36).	e/maori-primary-care-services.pdf
2001	The Health and Independence Report	Ministry of Health	Report produced by the Ministry of Health that provides background on changes to the Health and Disability sector, and presenting information sourced from a range of reports.	The chapter on Māori health disparities refers to institutional racism as a potential characteristic of NZ society that may cause poor health for Māori.	https://www.moh.govt.nz/NoteBook/nbbooks.nsf/0/4160AAE38CD6FAA3CC256B440002395B/\$file/HandIReport2001.pdf
2002	Reducing Inequalities in Health	Ministry of Health	This paper describes inequalities in health and sets out a framework and principles to take action at national regional and local levels to reduce inequalities in health.	Institutional racism and ongoing impacts of colonisation and the link between racism and impact on health are discussed (p. 3). The intervention framework includes racism and discrimination under 'Structural' factors that determine health (Fig 10, p. 19).	https://www.health.govt.nz/system/files/documents/publications/reducingequality.pdf
2002	He Korowai Oranga: Māori Health Strategy	Ministry of Health	He Korowai Oranga, the Māori Health Strategy sets a framework for Māori health development for 10 years with the aim to achieve whānau ora.	In the forward of the publication, addressing systemic barriers including institutional racism is stated (p. 4). In Te Ara Tauwha, Pathway Four of the framework (working across sectors), institutionalised racism is listed as one of the barriers to prerequisites to improved whānau ora (healthy families).	https://www.health.govt.nz/system/files/documents/publications/mhs-english.pdf
2002	Doing Better for New Zealanders, Better Health, Better Participation, Reduced Inequalities	Ministry of Health	Presents and discusses the changes to the health and disability system since the NZ Public Health and Disability Act (2000).	References the <i>Reducing Inequalities in Health</i> (2002) framework where racism is referred to under Structural interventions and in this publication discussed in terms of a population health approach.	https://www.moh.govt.nz/notebook/nbbooks.nsf/0/3cc8fc6f253ac01fcc256c3d0081cca7/\$FILE/DoingBetterForNewZealanders.pdf
2004	Tackling Inequalities: Moving Theory to Action. A final report on Health Inequalities Awareness Workshops for the health sector	Ministry of Health Report completed by Public Health Consultancy and Te Rōpū Rangahau Hauora a Eru Pōmare (Otago University)	Presents information on the health inequalities awareness training programme for the health sector	The report provides a theoretical background to racism and understanding racism at the institutional, personally mediated and internalised levels, highlighting the work of Dr. Camara Jones and how this was utilised through the training programme.	https://www.health.govt.nz/system/files/documents/publications/tacklinginequalitiesmovingtheorytoaction.pdf

2005	Access to Cancer Services for Māori	Report completed by Wellington School of Medicine and Auckland University of Technology for the Ministry of Health	Provides baseline information and data to provide understanding of the issues in regards to cancer services and the cancer care continuum for Māori. The report highlighted interventions to address barriers to access and inform strategies to improve equitable and timely access to cancer services.	Colonisation and institutional racism are recognised as structural causes on inequality and underpin the kaupapa Māori framework of the report. Racism, bias and stereotyping is named in the context of disparities in access to health services and within policies and practices that discriminate against Māori (p. 33). In analysis, the need to address institutionalised racism was identified by providers (p. 35). P. 72 details ways the health sector can address structural barriers and root causes.	https://www.health.govt.nz/system/files/documents/publications/maoricancer-service-access.pdf
2008	Rauringa Raupa: Recruitment and Retention of Māori in the Health and Disability Workforce	Ministry of Health and the Health Research Council of New Zealand. Report completed by Taupua Waiora AUT University	This research report comprehensively explored the factors that influences Māori entry into the health and disability workforce and retention issues.	Personally mediated racism in the workplace was identified by health workers as a recruitment barrier and institutional racism as a structural barrier to health workforce retention (p. 2, 18).	https://www.health.govt.nz/system/files/documents/publications/maori_health_workforce_11_0708low_with_cover.pdf
2012	A fair go for all? Addressing Structural Discrimination in Public Services	Human Rights Commission	This report focusses on systems, processes and practices of public agencies in regards to institutional racism. The report was intended to prompt discussion, provide analysis and encourage action.	Structural discrimination in the health system chapter (p. 18) where links between racism and health are discussed and evidence presented on patients being treated differently based on ethnicity. 'Responses to structural discrimination in the health system' chapter (p. 24) discussed cultural competency and cultural safety initiatives.	https://www.hrc.co.nz/files/2914/2409/4608/HRC-Structural-Report_final_webV1.pdf
2012	Whakapuāwaitia Ngāi Māori 2030	Ministry of Health	This report examines how to deliver health equality for Māori and a workforce that demonstrates cultural competence. It is one of 13 forecasts commissioned by Health Workforce New Zealand to build a picture of the future health workforce.	In a discussion of supply and recruitment in the workforce, this report featured the research from Rauringa Raupa in regards to institutional racism.	https://www.health.govt.nz/publication/whakapuawaitia-ngai-maori-2030

2017	Quality Improvement: no quality without equity?	Health Quality & Safety Commission New Zealand	This report examines equity as one of four new areas of focus and how equity could be achieved as part of continuous quality improvement in health care.	Cultural competence, unconscious bias and institutional racism discussed briefly p. 8-9.	https://www.hqsc.govt.nz/assets/Other-Topics/Equity/Quality_improvement_-_no_quality_without_equity.pdf
2018	Achieving Equity in Health Outcomes: Highlights of Important National and International papers	Ministry of Health	A discussion paper examining health equity and literature and foundations underpinning health equity.	Includes a chapter on 'considerations of racism and equity'	https://www.health.govt.nz/system/files/documents/publications/achieving-equity-in-health-outcomes-important-paper-highlights-nov18_1.pdf
2019	Achieving Equity in Health Outcomes: Summary of Discovery process	Ministry of Health	This report provides a summary of the discovery phase of the achieving equity work programme, to identify where effort could be taken to achieve a shift in health equity in the next 3-5 years.	During stakeholder discussions, the report mentions that institutional racism was often mentioned as a root cause of the systems failure to work for Māori (p. 13) that the intergenerational impact of embedded racism on social outcomes needed to be addressed (p. 15). The report includes as part of next steps the need for 'discussions, systems and process across institutions to address all forms of racism and discrimination' (p. 29).	https://www.health.govt.nz/system/files/documents/publications/achieving-equity-in-health-outcomes-summary-of-a-discovery-process-30jul2019.pdf
2019	A Window on the Quality of Aotearoa New Zealand's Health Care 2019	Health Quality & Safety Commission New Zealand	This report provides an analysis of health system data on equity of access to and quality of health services and the equity impact of quality improvement initiatives.	Institutional racism is discussed in terms of the determinants of health and as part of most sections through the report. A specific section is presented on health inequity and institutional racism (p. 44, p.46).	https://www.hqsc.govt.nz/assets/Health-Quality-Evaluation/PR/Window_2019_web_final.pdf
2019	Child Wellbeing Strategy	Department of Prime Minister and Cabinet (DPMC)	The purpose of the strategy is to set out a framework to improve child and youth wellbeing.	Strategy names the vision for children to 'live free from racism and discrimination'. Actions are presented to address racism and discrimination by 'government work programme to address racism and discrimination'. Policy work on addressing racism and discrimination is led by Education and Justice sectors, with work on first 1000 days	https://childyouthwellbeing.govt.nz/

				led by Health and Social development.	
2020	Health and Disability System Review – Final Report – Pūrongo Whakamutunga	Health and Disability System Review	The health and disability sector review panel to make recommendations on a future health and disability system. The final report recommendations range from legislative change, to structural and culture changes over a number of years.	The report states that ‘cultural safety for all and an absence of racism must be a given’. Findings from submissions on institutional racism were detailed eg, a national action plan to eliminate racism (p. 34). The review proposes that a new Māori health authority will “work with other parts of the system to ensure the programme to combat institutional racism is delivered effectively” (p. 37) and that new shared system values works to avoid institutional racism (as part of Te Tiriti o Waitangi theme). (p. 47).	https://systemreview.health.govt.nz/final-report/
Toolkits					
2006	Whakatātaka Tuarua: Māori Health Action Plan 2006-2011	Ministry of Health	This report is the second Māori Health Action Plan for He Korowai Oranga and sets objectives for Māori health over the next five years.	The report discusses He Korowai Oranga as a framework for the public sector to take responsibility for its role and that public policies should promote a number of actions, one is specified as addressing “systemic barriers, including institutional racism” (p. 2).	https://www.health.govt.nz/system/files/documents/publications/whakatata-ka-tuarua-action-plan.pdf
2007	Whānau Ora Health Impact Assessment	Ministry of Health	The tool is used to predict the potential health effects of a policy on Māori and their whānau.	Racism and discrimination is given as an example of a determinant of health (p. 14) under ‘social and cultural factors’.	https://www.health.govt.nz/system/files/documents/publications/whanau-ora-hia-2007.pdf
2007	Māori Responsiveness Strategy Action Plan	Pharmaceutical Management Agency	Te Whaioranga, Māori Health Action plan, outlines PHARMAC’s contribution to improving Māori Health over the next 5 years (from 2007 – 2012)	Under a heading of Reduced Inequalities “Improving Primary Care sector delivery to Māori through the provision of information and increased knowledge of Te Ao Māori and the impact of racism in the health sector” (p. 8) is listed.	https://www.pharmac.govt.nz/assets/te-whaioranga-maori-responsiveness-strategy-action-plan-2007-11.pdf
2008	The Health Equity Assessment Tool: A Users guide	Ministry of Health	Guide to facilitate the use of the Health Equity Assessment tool (HEAT) which aims to	Racism and discrimination is referred to as a determinant of health and presented in the MoH intervention framework	https://www.health.govt.nz/system/files/documents/publications/health-

			promote equity in health in NZ. Consists of 10 questions to assess policies, programmes or service interventions for current and future impact on health inequalities.	(as a structural cause) underpinning the HEAT tool (p. 13-14).	equity-assessment-tool-guide.pdf
2019	The New Zealand Cancer Action Plan 2019 - 2029	Ministry of Health	The Cancer Action Plan provides a pathway to improve cancer outcome.	Racism is referenced in one of four key outcome areas (NZ'ers experience equitable cancer outcomes) to 'develop cancer leadership and governance framework and a cancer health workforce that actively addresses all forms of racism and discrimination. Detail is provided on p. 31 where increasing the diversity of the workforce and creating culturally responsive practices is discussed along with the need for effective leadership.	https://www.health.govt.nz/system/files/documents/publications/new-zealand-cancer-action-plan-revised-january-2020.pdf
2020	Initial COVID-19 Māori Response Action Plan	Ministry of Health	A framework aiming to ensure the health and wellbeing of iwi, hapū, whānau and Māori communities is protected during the COVID-19 pandemic.	Health differences between ethnic groups is influenced by socioeconomic factors and compounded by structural inequities such as racism and discrimination (p. 5).	https://www.health.govt.nz/system/files/documents/publications/initial_covid-19_maori_response_action_plan_-_web_.pdf
2020	Ola Manuia: Pacific Health and Wellbeing Action Plan 2020-2025	Ministry of Health	A guide for the health and disability system and other government agencies in supporting Pacific peoples to thrive in Aotearoa New Zealand.	Racism referred to multiple times throughout the plan. Identified as a barrier in accessing services (p. 13). Outcome 2 of the framework refers to institutional racism (p. 17). Institutional racism is also addressed under focus areas such as the workforce priority area (cultural safety training p. 23) and under the Health and disability system with the outcome to "eliminate institutional racism and discrimination in all forms across the health sector" (p. 24). Actions are specified for addressing racism for mental health and the health and disability system (p. 37).	https://www.health.govt.nz/system/files/documents/publications/ola_manuia-phwap-22june.pdf
2020	Whakamaui: Māori Health Action Plan 2020-2025	Ministry of Health	Māori Health Action plan, a five year plan which will support and	That the health and disability system addresses racism and discrimination in all its forms'	https://www.health.govt.nz/our-work/populations/

			<p>further embed He Korowai Oranga: the Māori Health Strategy and serve as a tool to ensure the health and disability sector is working collaboratively to deliver high quality and effective services that support Māori health and wellbeing.</p>	<p>is one of four high-level outcome areas. Actions include the design and implementation of a programme of work to address racism and discrimination in the health and disability system with most actions placed under the priority area of quality and safety.</p>	<p>maori-health/maori-health-action-plan</p>
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