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# EXPLORING RACISM IN NURSING TO INFORM ANTIRACIST PRAXIS IN AOTEAROA

FROM MASTERS DISSERTATION TO PUBLICATION

*Te Tai Tokerau Annual Nursing Research Conference 2023*  
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MEDICAL AND  
HEALTH SCIENCES

**SCHOOL OF NURSING**

# THE CURRENT WORKFORCE CONTEXT

Māori currently make up 17.4 % of the Aotearoa population and this is predicted to grow.

Nursing is the largest health workforce in Aotearoa

Māori nurses make up less than 8% of the nursing workforce

There has been no real increase in the number of Māori nurses in the last 30 years despite an intentional focus to do so. (Chalmers, 2020).

# MĀORI HEALTH DATA

- Māori on average live 7.0 years less than non-Māori
- 53% of deaths for Māori are avoidable
- Cardiovascular disease mortality rates are double that for Māori,
- Suicide, infant mortality, cancer, disability, psychological distress, and obesity rates are all significantly higher for Māori



# THE RESEARCH QUESTION?

BARRIERS AND FACILITATORS TO BUILDING A RESPONSIVE NURSING WORKFORCE WHO ARE COMMITTED TO ACHIEVING EQUITABLE HEALTH OUTCOMES FOR MĀORI.

The five themes identified were:

- Mātauranga Māori
- Colonial Resistance
- Breaches of Te Tiriti o Waitangi
- A Broken System
- Transformational, Visionary, and Proactive.



# PUBLISHING YOUR RESEARCH

- As a mean's of dissemination
- To provide evidence to guide and change nursing practice.
- Dearth of Maori Nursing Research
- Kaupapa Maori research seeks to understand and represent Māori as Māori



# BACKGROUND

- Māori have experienced persistent health inequities that are unjust, unfair, and a breach of Te Tiriti o Waitangi.
- Nursing is positioned as the largest health workforce to significantly impact health inequity.
- Racism is more than just a determinant of health - it is a determinant of life and death (Kelly and Chakanyuka, 2021).



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# WHAT NOW?

## Aims

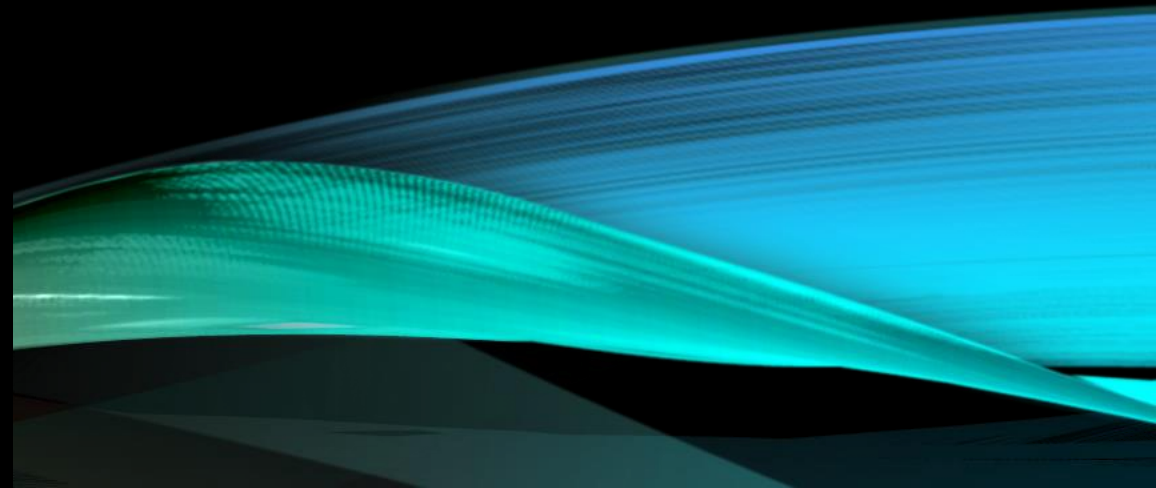
- Exploring racism in nursing to inform antiracist praxis in Aotearoa.





# METHODOLOGY

- Integrative Review informed by Kaupapa Māori methodology





# TOOLS USED

- PIO search term chart
- PRISMA
- The Johns Hopkins Research Evidence tool
- Relevancy scoring
- Thematic Analysis

Research stage	Kaupapa Māori Research
Problem identification	The research question was framed to be responsive to achieving health equity for Māori (Ware et. al, 2018). The approach prioritised evidence that supported a Māori perspective (Pihama, 2010, Smith, 2012).
Literature search	The search prioritised Māori terminology and used Māori concepts as search terms (Pihama, 2010).
Data evaluation	Literature was scored higher if it included at least two of three Kaupapa Māori research principles, being: the research was led by Māori; and/or research participants were Māori; and/or the research took a strength-based approach to benefit Māori (Smith, 2012).
Data analysis	Thematic analysis of the data was aligned with the principle of whanaungatanga (relationships) to synthesise the data and identify the connections and insights that the literature presented (Smith, 2012).

# SEARCH OUTCOME

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Studies included in review (n = 16)

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Reports of  
included studies

Qualitative (n = 11)

Mixed methods (n = 1)

Discursive paper (n = 5)

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Geographical  
Distribution

Aotearoa (n = 12)

Canada (n = 2)

USA (n = 1)

Australia (n = 1)

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# FINDINGS

## Colonial Active Resistance

- Colonial constructs continue to privilege non-Māori
- Challenging racism in action
- Inequity as the status quo

## Breaches of Te Tiriti o Waitangi

Te Tiriti recognises wellness as a taonga to be protected

Inequal and unfair treatment of Māori is a breach of TOW and was found internationally to also be a breach of UNDRIP and CERD

## Transformational, Visionary and Proactive

- Requires a radical change of thinking
- Non-Māori nurse allies can lead anti-racism work
- Anti-racism is a lifelong continuum
- Recognition of Māori nurses insider knowledge.
- Anti-racism needs to happen at multiple systemic levels.


# RECOMMENDATIONS

- Current self-evaluation for cultural safety competency needs to be re-designed to be fit for purpose
- Nurses need to assess power and privilege in relation to power
- Understand the wider context of the impact of colonisation on health
- Recognise the historical context of nursing on Māori nurses



# OUTPUTS

- Wiapo, C., & Clark, T. C. (2022). Weaving together the many strands of Indigenous nursing leadership: Towards a whakapapa model of nursing leadership. *Nursing Praxis in Aotearoa New Zealand*, 38(2), 4-11. <https://doi.org/10.36951/27034542.2022.08>
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- Davis, J., Wiapo, C., Rehana-Tait, H., Clark, T. C., & Adams, S. (2021). Steadfast is the rock: Primary health care Māori nurse leaders discuss tensions, resistance, and their contributions to prioritise communities and whānau during COVID-19. *Nursing Praxis in Aotearoa New Zealand*, 37(3), 84-93. <https://doi.org/10.36951/27034542.2021.038>
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HAPAITIA TE ARA TIKA PUMAU A, TE RANGATIRATANGA MO NGA URI  
WHAKATIPU  
FOSTER THE PATHWAY OF KNOWLEDGE TO STRENGTH, INDEPENDENCE  
AND GROWTH FOR FUTURE GENERATIONS.

PATAI?