



NORTHLAND DHB POSITION STATEMENT ON INSTITUTIONAL RACISM

Position Statement

Northland DHB is committed to a Te Tai Tokerau (Northland) health and disability system that eliminates all forms of institutional racism. This is part of Northland DHB's overarching commitment to a system that is Tiriti based and one that actively and purposefully invests in equitable health outcomes for its Māori population.

Eliminating institutional racism is the collective responsibility of the Northland health system and includes treating, investing in, and valuing Māori whānau, providers and services. Northland DHB will work together with people, whānau/families, communities, hapū, iwi, providers, health agencies, Māori health providers and other partners to create a system-wide culture that endorses anti-racism behaviours and will implement strategies that enable equity of access, experience and outcomes for Northland Māori.

Why take this position

Institutional Racism is described as an organisation or a collection of organisation in a system that is characterised by creating differential access to services and opportunities by race which by default, advantages one part of the population over another. This can include a system that incorporates both action and inaction in the face of racism, and the predominance of a systemic mono-cultural perspective¹. A system that is characterised by institutional racism may also produce inequitable outcomes between those who are disadvantaged and those who are not.

¹ Healthy Quality & Safety Commission. 2019. He Matapihi Ki Te Kounga O Nga Manaakitanga A-Hauora O Aotearoa 2019 - A Window On The Quality Of Aotearoa New Zealand's Health Care 2019 (Wellington: HQSC); Came H. 2014. Sites of institutional racism in public health policy making in New Zealand. *Social Science & Medicine* 106: 214–20; Jones CP. 2000. Levels of racism: a theoretical framework and a gardener's tale. *American Journal of Public Health* 90(8): 1212–5; Came H. 2012. Institutional Racism and the Dynamics of Privilege in Public Health. PhD thesis, University of Waikato, Hamilton, New Zealand.