

# He reo anamata



Rangatahi insights  
on the future of health

## Acknowledgements

*We would like to mihi the nine rangatahi Māori who candidly shared their experiences, passions and vision for Māori health and wellbeing. Special thanks to those that nominated rangatahi for this kaupapa, specifically Kia Ora Hauora.*

*This report was produced for the Ministry of Health in collaboration with ThinkPlace.*



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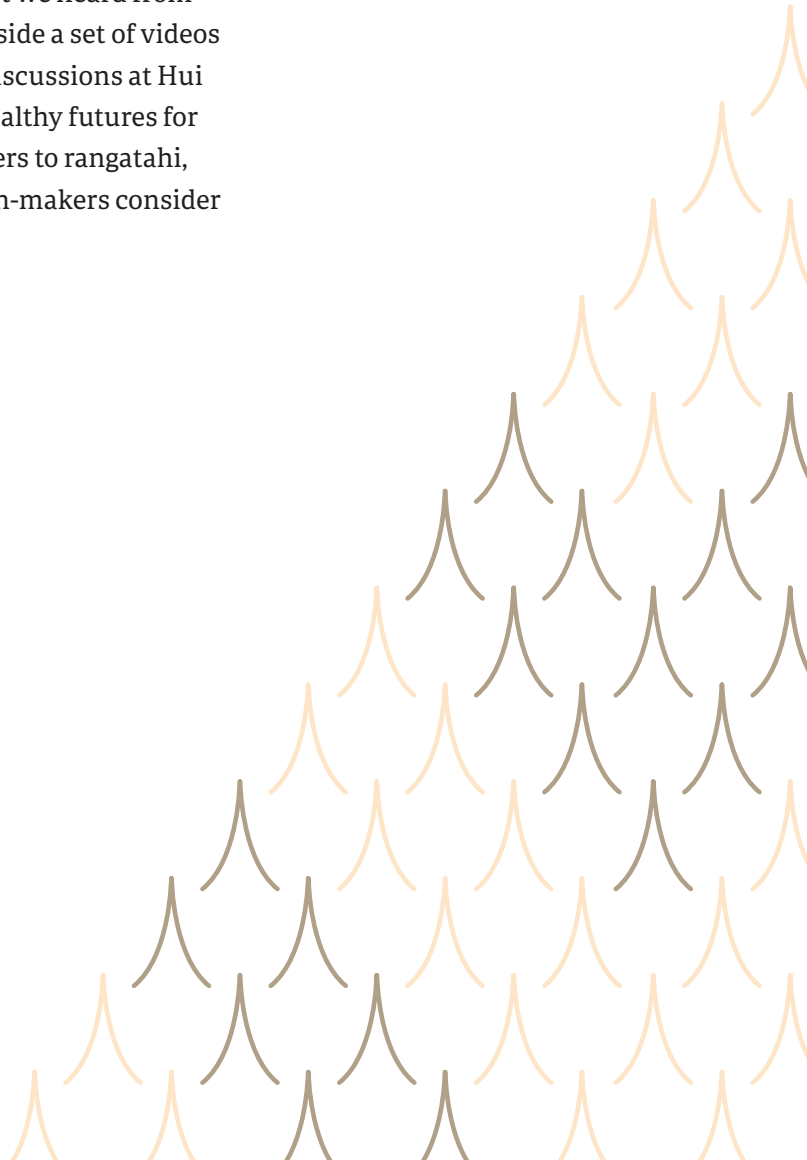
# Introduction

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## **In April 2021, the Ministry of Health partnered with ThinkPlace to understand the aspirations of nine rangatahi Māori surrounding the future of Māori health.**

As part of implementing Whakamaua: Māori Health Action Plan 2020-2025, the Ministry has launched Hui Whakaoranga, an annual platform for shared planning for Māori health and wellbeing. It's been kickstarted in 2021 with a series of regional hui focused on taking a generational approach to Māori health development.

This insights report aims to amplify and stay true to what we heard from the nine rangatahi in this research. The report sits alongside a set of videos produced to inspire and challenge the hui participants discussions at Hui Whakaoranga and support their planning for pae ora - healthy futures for Māori. The hope is that these insights elevate what matters to rangatahi, challenge people to think differently, and ensure decision-makers consider the vision and lived experience of rangatahi Māori.



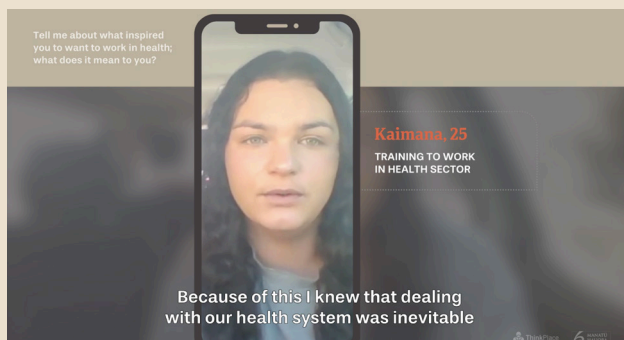
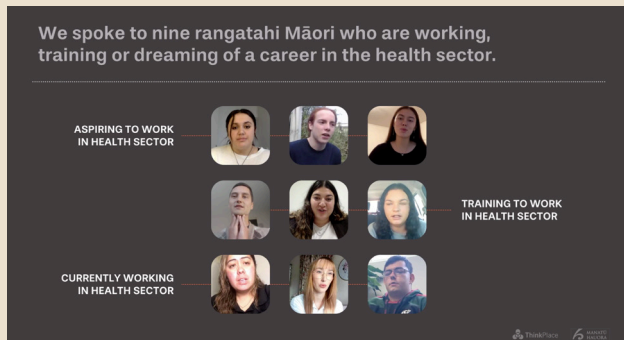
# Method

We spoke to nine rangatahi Māori **working, training, or aspiring** for a career in the health sector to understand their aspirations for Māori health and wellbeing and illuminate the pathway forward.

The nine interviews took place via a research tool called VideoAsk, where the participants responded to pre-recorded questions. The participants were able to complete the interview at their own pace and at a preferred time.

Outputs created from this research that showcase the voices of these rangatahi Māori:

## Four insight videos



## Wero/challenge cards



## Meet the rangatahi we spoke to

These rangatahi Māori were nominated to participate in the research by various people in the health sector and were selected based on their involvement in hauora services, e.g. clinical, non-clinical, Rongoā Māori, Kaupapa Māori, general services, disability services, etc. It was important to speak with a diverse range of young people, ensuring a mix in age, gender, and geographic location.

### WORKING



**Eva Wilson, 22**

“Eva is currently working as a Māori Health Promoter, recently graduated from the University of Auckland with a Bachelor of Health Science. Eva works to service the health promotion needs of Māori communities across Auckland.”

– Selah Hart, *Kia Ora Hauora Auckland Metro*



**Jack Lovett Hurst, 24**

“Jack is a disability kaimahi and runs a programme called SOAR (Seeking Our Aspirational Realities – living an enriched life with a disability). He also runs a weekly radio show showcasing disability and is highly popular in the Invercargill scene.”

– Tracey Wright-Tawha, *Nga Kete Matauranga Pounamu, CEO*



**Faith Tahuri, 26**

“Faith is a new team member to Hāpainga Stop Smoking Service and has transitioned from hospitality to health. Her commitment to the wellbeing of the community has meant that she has taken to the role with no issues whatsoever and I think she is great inspiration to others.”

– Lizzie Spence, *Hāpainga Stop Smoking Service*

# TRAINING



**Kahurangi Ross-Hoskins, 23**

“Kahurangi is currently in his 5th year of Medicine at Otago University. He was schooled in and has whakapapa links back to Te Tai Tokerau. Has been a champion for Kia Ora Hauora and received scholarships and internships under this umbrella.”

– Tracey Cornell, Advisor-Workforce, Northland DHB



**Nai Mullane-Ronaki, 20**

“Nai is studying a Bachelor of Health at Te Herenga Waka Wellington University, majoring in Population Health, Policy and Service Delivery and minoring in Māori Resource Management.”

– Leigh Andrews, Central Region Coordinator Kia Ora Hauora



**Kaimana Gallop, 25**

“Kaimana is in her final year of nursing at Ara Institute of Canterbury. She is a single mother that has worked incredibly hard to get where she is.”

– Trudy Thomson, Kia Ora Hauora Te Waipounamu Coordinator

# ASPIRING



**Sebastian Watson, 17**

“Sebastian is a year 13 at St. Patrick’s Silverstream and can whakapapa to Tuhoe and Ngati Manawa. He aspires to study medicine and undertake the first year Health Science degree next year, and eventually work in a clinical role.”

– Leigh Andrews, Central Region Coordinator Kia Ora Hauora



**Jade Tau-Manuel, 18**

“Jade is currently enrolled at the University of Otago and is on a scholarship year with the Tu Kahika programme (a Health Sciences scholarship programme for Māori).”

– Trudy Thomson, Kia Ora Hauora Te Waipounamu Coordinator



**Zion Meihana-Whittle, 17**

“Zion is currently a year 13 student from Hokitika that has moved to Christchurch to improve her education. She is very keen to become a nurse and is looking to enrol at Ara in 2022. Zion has a real passion for Māori and better outcomes for her people.”

– Trudy Thomson, Kia Ora Hauora Te Waipounamu Coordinator

## What we asked rangatahi Māori:

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- 1. Tell me about what inspired you to want to work in health; what does it mean to you?**
- 2. Describe an experience that makes you proud of your efforts to uplift community wellbeing.**
- 3. What changes would you like to see within the health and disability system to ensure future generations can thrive?**
- 4. What wero/challenge would you like to set for the attendees of Hui Whakaoranga to shift mindsets and create real change?**



# Findings

The following section contains an amalgamation of the responses from the nine rangatahi who shared their aspirations and experiences. These responses have been themed and are supported by direct quotes. You can find the direct dialogue in the four insight videos available through **the Ministry of Health website**.

# Findings

## 1. What *inspires* rangatahi Māori of today to want to work in health:

### Finding purpose in a career

- › To serve te iwi Māori
- › Having a job that allows you to share your views and opinions
- › To work in an industry where I know that I can make a difference
- › To inspire, motivate, and support other whānau or taura to know they can be successful in a health career
- › To continue my family's legacy of working in health
- › Seeing hospital staff helping others.  
"I wanted to be like them."

“  
**I wanted to serve my people, te iwi Māori, and inspire, motivate and support other Māori that wanted to follow in those footsteps.**”



### Gaining knowledge and learning

- › Learn to navigate the health system for the benefit of my whānau
- › Make informed decisions
- › Enjoying health and science at school
- › Being aware of my privilege and how I can use that to help others

**“Kua tawhiti kē to haerenga mai, kia kore e haere tonu. He nui rawa o mahi, kia kore e mahi tonu.”**

*"You have come too far not to go further; you have done too much not to do more."*

– Ta Himi Henare (Sir James Henare),  
Ngāti Hine elder and leader.  
Referenced by Nai Mullane–Ronaki.



### Role models and people around me

- › Awhi and support from whānau
- › Empowered to understand my talents and consider health as an option from people around me
- › Whānau already working in the health sector
- › Seeing the deterioration of whānau members' health in rural areas
- › Enjoying time spent with Kia Ora Hauora
- › Seeing people in my whānau go to university



“  
**I'm just so fortunate that I had people around me that empowered me to want to consider that [medicine] as an option.**”

## 2. What makes rangatahi Māori proud of their efforts to uplift community wellbeing:

### Contributing to lasting community wellness

- › Positively contributing to an individual's health and wellbeing and knowing that it will ultimately reduce negative health statistics for te iwi Māori
- › Transferring knowledge for others to improve their wellbeing, and the wellbeing of their entire whānau
- › Dedication to care for whānau who are unwell, as well as providing support for the whole whānau



**“ I am proud of the fact that I'm now [working]**

**in the healthcare system to advocate for the views and beliefs of my whānau, so they aren't left behind anymore.”**

### Focusing on equity and decolonisation

- › Addressing the history of distrust that Māori have with the healthcare system
- › Understanding that the systemic racism, imposed Westernised view and lack of recognised Māori values within the current healthcare system created distrust
- › Working toward a system that is more appropriate for a family like mine

### Embracing Māoritanga

- › Being involved in kapahaka and knowing the power it holds for all aspects of hauora and experiencing how uplifting it is to all be in a Māori space together
- › Bringing my unique perspective to advocating for Māori and Pacific communities
- › Embracing my whakapapa and multiculturalism



**“ It [kapahaka] really lifts the mauri of the whole group.”**

### Having impact at scale

- › Being a part of a WellKiwis study and realising the potential impact that it will have on people and communities
- › Reaching people in the community through a podcast that raises awareness of disability to help people feel less alone in their disability

### Talking about mental health

- › Being an open and safe space for friends and whānau to talk and be themselves
- › Helping others to see through colonised mindsets of individuals and highlight the indigenous perspective that we are all one and one with our environment

# Findings

## 3. Changes rangatahi Māori would like to see within the health system:

### Whakamana tamariki and rangatahi

- › Expose young people to different health sector professions to excite and encourage them to further their education
- › More organisations like Kia Ora Hauora, and exposure at an early age



“

***If I met an organisation like Kia Ora Hauora when I was younger, I feel as though I could have encouraged more people – my whānau, my friends – to join the journey with me.”***

- › Mental health literacy promotion (and more health promotion in general) for tamariki to enhance their mana so they can thrive and grow. *“It’s much easier to prevent mental health [issues] than it is to treat them.”*
- › Understand the different levels of awhi and support that rangatahi and tairā need in order to engage in health systems



“

***We should be empowering people from the start of their lives.”***

### Representation of Māori people and practices

- › Seeing and hearing about Māori entering workforces and going to university is encouraging and inspiring. How could we amplify this?
- › For our mokopuna to be able to live the reo and in our culture
- › For Māori cultural practices to be recognised within the health sector (rongoā Māori, mirimiri, etc.)
- › Affirmative action to reduce barriers for Māori to be in employment in the health sector
- › A pipeline of change that starts from education; ensuring tairā have the essential foundations for tertiary education in a health career (retaining sciences, NCEA Level 3 subjects needed, University Entrance requirements)



“

***...looking at why our workforce is so low in comparison to the consumption rate that we see in the hospital, with Māori being the biggest consumers of health services.”***

## Accountability from industry and leaders



**“ There has been so much emphasis on the community to fight back against these obesogenic, carcinogenic environments, and to just ‘do better’.”**

- › To shift the focus from the person affected by poor health outcomes being at fault to the industry taking accountability.
- › For more limitations to be set upon industries that are causing harm in our communities
- › Public and private health institutions to take a pro-equity lens in all aspects of recruitment, employment, and retention, driven by the people in power (CEOs, executive leadership positions), and not just relying on the Māori health teams to solidify these intentions.

**“ Make Māori feel more welcome in these historically Eurocentric institutions and systems.”**



## Accessibility and respect



**“ I want to be seen as an equal, even though I am in a wheelchair.”**

- › To not have to meet criteria to be able to access the resources and services that are available
- › Reduce barriers so that, financially and spiritually, people can get the help they need from services in the health sector
- › Access to quality healthcare at an affordable price



**“ The opportunity to look after and maintain our hauora is really, really important.”**

**“ I would love to see health literacy built into our education systems so that we have generations that are more aware and more knowledgeable.”**



# Findings

## 4. *Wero/challenge set to shift mindsets and create real change:*

➤ **If we want to lift Māori health, then we need more Māori health professionals.**

Sebastian, 17

➤ **Think big and think long-term, don't settle for small improvements. Think of your utopia and aim for that. Aim for big, long-term change that benefits the health of our whānau and prioritises this first.**

Eva, 22

➤ **Our tīpuna worked so long to set the foundations that we now stand upon. It is our duty now to uphold it and keep Māori culture alive. How can we normalise te reo, tikanga, and get a better understanding of viewing the world as Māori do?**

Jade, 18

➤ **All I want is for those with a disability to be listened to and understood, to not be judged, and to not be treated differently to anyone else.**

Jack, 24

➤ **I want to challenge the accountability and commitment we hold on ourselves and government bodies to reduce health inequities for Māori. What universal policies are in place to break down barriers for our people to access health care or become a health care professional?**

Nai, 20

➤ **What are Māori and non-Māori doing in action to contribute to system change to better the health outcomes for people? What consequences are in place if this is not met? How much longer can we let this slide when DHBs and other health providers are not meeting minimum KPIs for Māori?**

Nai, 20

➤ **Whakapapa alone isn't enough for positions of power. We must move past the whānau nepotism, and appoint the best possible person for that role to represent the needs of our communities, with the right intentions.**

Nai, 20

➤ **For health care workers to speak te reo Māori to some degree, in order to pronounce words and names correctly, as well as being more culturally inclusive.**

Zion, 17

➤ **For our mātauranga Māori & rongoā Māori to be recognised across all aspects of the health sector.**

Faith, 26

➤ **For Māori to be employed, not based solely on qualifications, but on the skills and knowledge within our own cultural practices. These practices are taonga that have been passed down from generations.**

Faith, 26

➤ **What if the cure for cancer was in the mind of a Māori individual who cannot afford to attend university and gain a qualification?**

Faith, 26

➤ **This moment right now is opportunity for change. If you've got an idea, you have got to use this moment right now, you can't just put it off. What can you do today to help shift mindsets?**

Kahurangi, 23

➤ **What part can you play in ensuring that we are able to meet people's needs so that they get the best outcomes every time they seek or need to access health care?**

Kaimana, 25

➤ **How can you give people the strength, skills, and mana to help them on their journey? Where do you stand and what can you contribute?**

Kaimana, 25



#### Wero cards

A card set of the wero/challenges was created with prompting questions on the back for participants at Hui Whakaoranga (May, 2021).

***Ko ngā rangatahi ngā  
rangatira mo āpōpō.***

*The youth of today are  
the leaders of tomorrow.*



