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## BICULTURAL POLICY

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### Overview

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#### This Document

This document covers the following topics relating to Auckland District Health Board's Bicultural policy.

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#### Purpose

The purpose of this policy is to provide direction and guidance to enable ADHB to fulfill its obligations and responsibilities under Te Tiriti O Waitangi.

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#### Scope

The principles contained within this policy shall apply to all staff employed by ADHB.

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#### Introduction

In 1840 Te Tiriti O Waitangi was signed by tribal nations of Aotearoa in partnership with the Crown.

Both signatories agreed to four provisions which were:

**Article 1** The right of the Crown to govern; in return for:

**Article 2** The right of the Tribal Nations of Aotearoa to exercise full authority in respect of their own affairs and

**Article 3** The right of both Treaty partners to equality and equity of treatment

**Article 4** The right of both parties to their own religious and spiritual beliefs.

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## BICULTURAL POLICY

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### Principles

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#### Introduction

Three principles of particular importance in the Health Sector are:

- Partnership
  - Participation
  - Active Protection
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#### Partnership

**Partnership**, in this instance, consists of Mana Whenua (local tribal Iwi) and Crown Health Enterprises (CHE) and refers to the ongoing relationship between the Crown, or its agencies, and Iwi (tribes of Aotearoa). Both have a responsibility to ensure decisions and outcomes that reflect the equal status of each partner.

Guaranteed is the need for equality and equity between Maori individuals and other New Zealanders. This requires the recognition and application of the principles of fairness and natural justice which involves an unequal sharing of resources in order to achieve an equality of outcome.

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#### Participation

**Participation** emphasises positive Maori involvement in all aspects of New Zealand society. Maori intentions to be involved at all levels in the provision of health services (including the development of support services) reflect this principle.

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#### Active Protection

**Active protection** creates an obligation on the Crown to actively protect Maori interests. This implies the adoption of proactive approaches and the pursuit of opportunities for the enhancement of Maori health.

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## BICULTURAL POLICY

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### Concepts for Implementation

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#### Introduction

There are four concepts critical to implementation of this policy.

They are:

- Empowerment
  - Active Involvement
  - Cultural and Spiritual Safety
  - Intellectual Property rights
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#### Empowerment

Policies will need to demonstrate a capacity to empower Maori, and should incorporate (as a minimum):

- Making Maori health a priority
- Recognising Maori concepts of wellness
- Providing opportunities for Maori to take control over their own wellness
- Empowering Maori through training and education
- Encouraging the active development of Maori providers, beginning with Mana Whenua

Integral to the principle of empowerment is the belief that wellness cannot be simply dispensed to passive recipients. Good health is an active process and empowering Maori communities to deal with their own health issues, whenever possible, reinforces the notion of greater control and self direction.

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#### Active Involvement

Active involvement by Maori in public health services is a measure of the relevance of the service. Involvement will be at all levels, including planning and management, as well as service delivery.

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#### Cultural & Spiritual Safety

Cultural and spiritual safety (see diagram below) for Maori means that providers will be familiar with Maori customs, protocols, beliefs and values to ensure the elimination of risk of inappropriate practices which cause offence or marginalise participation on cultural grounds.

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## BICULTURAL POLICY

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### Concepts for Implementation, Continued

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#### Intellectual Property Rights

There is an obligation to build a responsive health service that protects Maori intellectual, cultural and spiritual property rights.

The process of information collection whether tangible or intangible, will not demean a person, whanau, hapu, or Iwi, nor be used without consent. Information is a taonga (treasure) and the rights of owners are paramount (see diagram below).

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#### Diagram

The diagram below represents the inter-relation of traditional Maori principles relating to Taha Wairua (the spiritual dimension), Taha Tinana (the physical dimension), and Taha Hinengaro (the mind dimension) necessary to maintain good health.

