

Mobilising to transform institutional racism within the public sector in Aotearoa



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New Zealand Women's Studies Association Conference

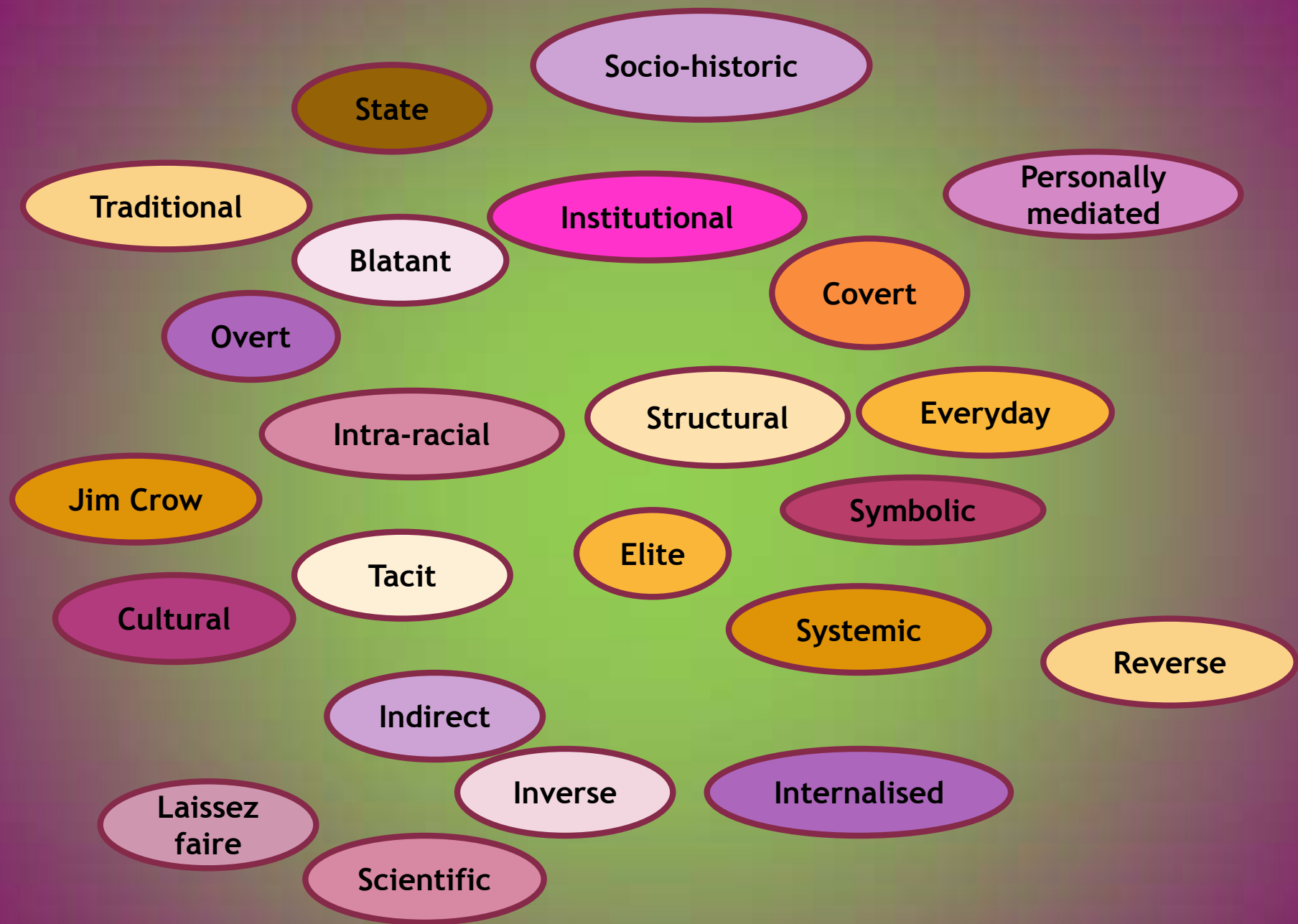
27th April 2012 - Wellington, New Zealand



What is institutional racism?

**How does institutional racism
manifest in the public sector?**

**How can we build collective action
to transform such racism?**



Personally-mediated racism

- Differential assumptions about the abilities, motives, and intents of others, by “race”
- Prejudice and discrimination
- Examples
 - Police brutality
 - Physician disrespect
 - Shopkeeper vigilance
 - Waiter indifference
 - Teacher devaluation



PREJUDICE + POWER = RACISM

INSTITUTIONAL RACISM

“...white terrorists bomb a black church and kill five black children that is an act of individual racism...

But when in the same city - Birmingham, Alabama-five hundred black babies die each year because of the lack of proper food, shelter and medical facilities, and thousands more are destroyed and maimed physically, emotionally and intellectually because of conditions of poverty and discrimination in the black community that is a function of institutional racism”.

(Carmichael & Hamilton 1967:2)

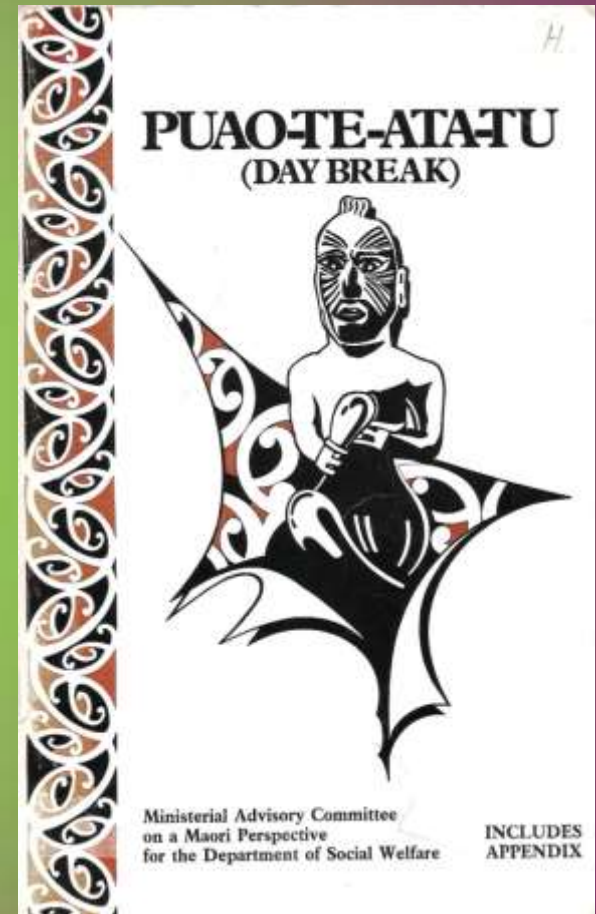


Stokely Carmichael

PUAO TE ATA TU

- Institutional racism is “... *the outcomes of mono-cultural institutions which simply ignore and freeze out the cultures of those who do not belong to the majority.*”
- *National structures are evolved which are rooted in the values, systems and viewpoints of one culture only.*
- *Participation by minorities is conditional on their subjugating their own values and systems to those of “the system” of the power culture”.*

(Ministerial Advisory Committee, 1988, p19).



*Institutional racism is a pattern of differential access to material resources and power by race, which advantages [privileges] one sector of the population while **disadvantaging** [enacting racism against] another.*





Is
WHITE
skin really
FAIR SKIN?

Granted
privileges
we
don't
even
REALIZE.
Something as basic
as the color of our
skin has shaped
our lives.
Opened doors.
Put us at the
head of the line.

We don't
experience the
daily disadvantages—
the looks, the fear,
the hassles—that
thrive in the unwritten
world of WHITE
ENTITLEMENT.

IF YOU
SEE RACI-
SPEAK
BREAK
SILENCE

And that's
UNFAIR.

If you're
not sure
what to
say

visit
UnFair Campaign.org

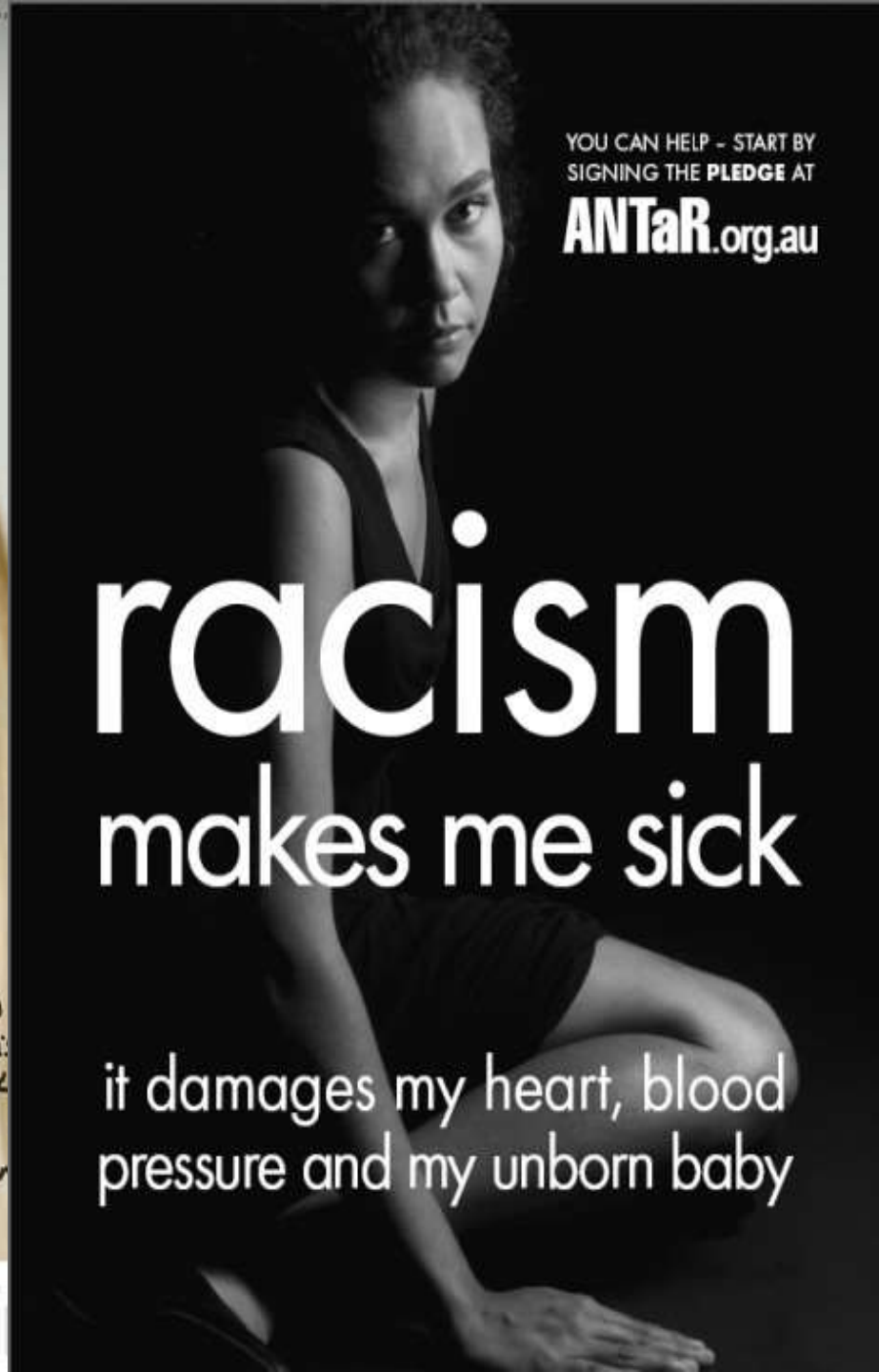
Un-Fair

YOU CAN HELP - START BY
SIGNING THE PLEDGE AT

ANTaR.org.au

racism
makes me sick

it damages my heart, blood
pressure and my unborn baby





THIS IS YOURS, SON
-IT'S BEEN IN THE FAMILY
FOR GENERATIONS



Andy Brown

**WHY SHOULD WE BE
CONCERNED ABOUT
INSTITUTIONAL RACISM?**



Rodney Cricket Reps 1938



FIRST DO NO HARM

THE TREATY OF WAITANGI IS THE FOUNDING DOCUMENT OF AOTEAROA|NEW ZEALAND





Ngāpuhi Speaks

He Wakaputanga and Te Tiriti o Waitangi
Independent Report on Ngāpuhi Nui Tonu Claim

Order from:
Network Waitangi
Whangarei,
P.O. Box 417,
Whangarei

reotahi@clear.net.nz

09-436 1807

WE

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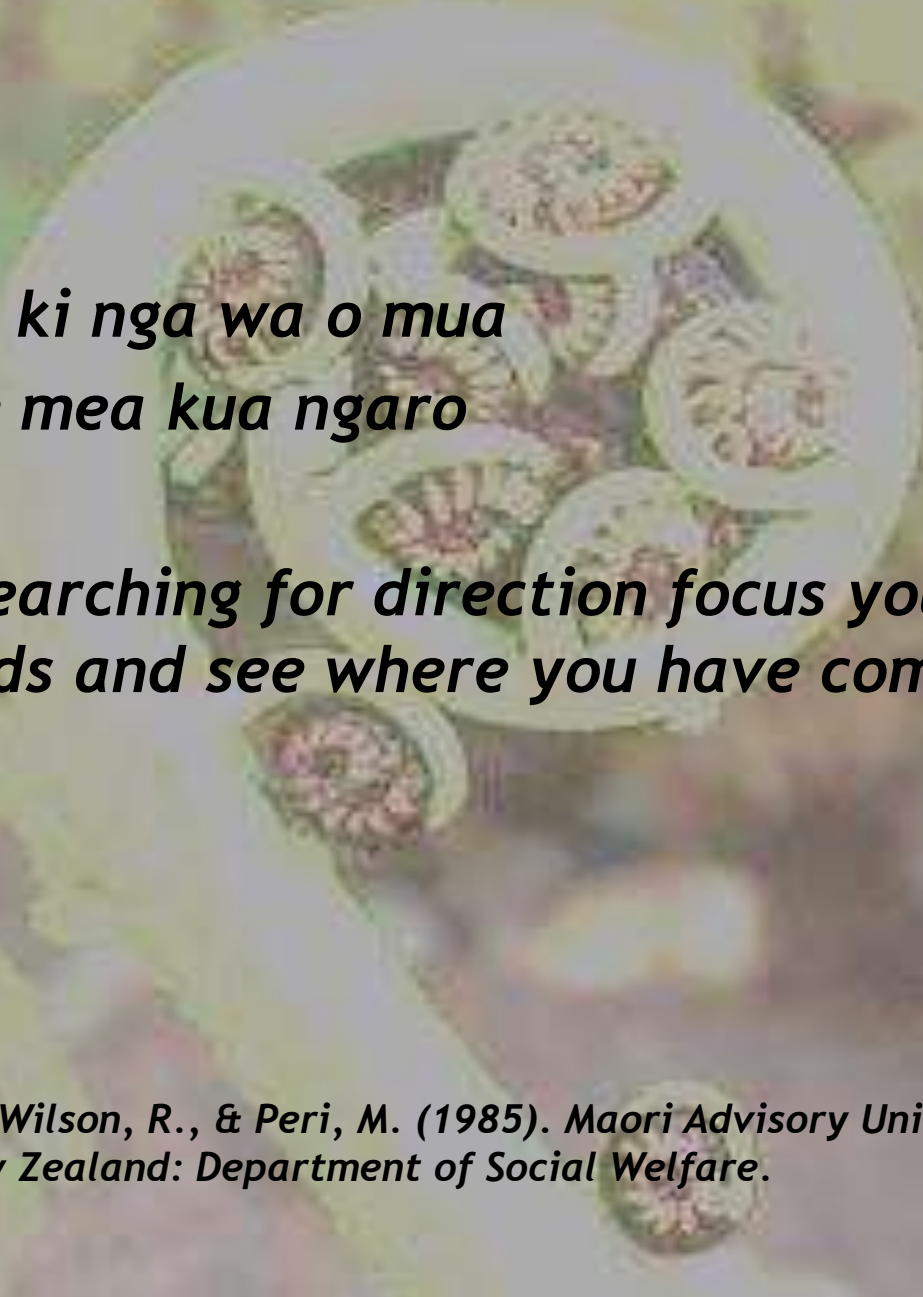
RACISM AS DETERMINANT OF HEALTH



Whitehead, M. (1992). The concepts and principles of equity in health. *International Journal of Health Services*, 22, 429-445. doi: 10.1093/heapro/6.3.217

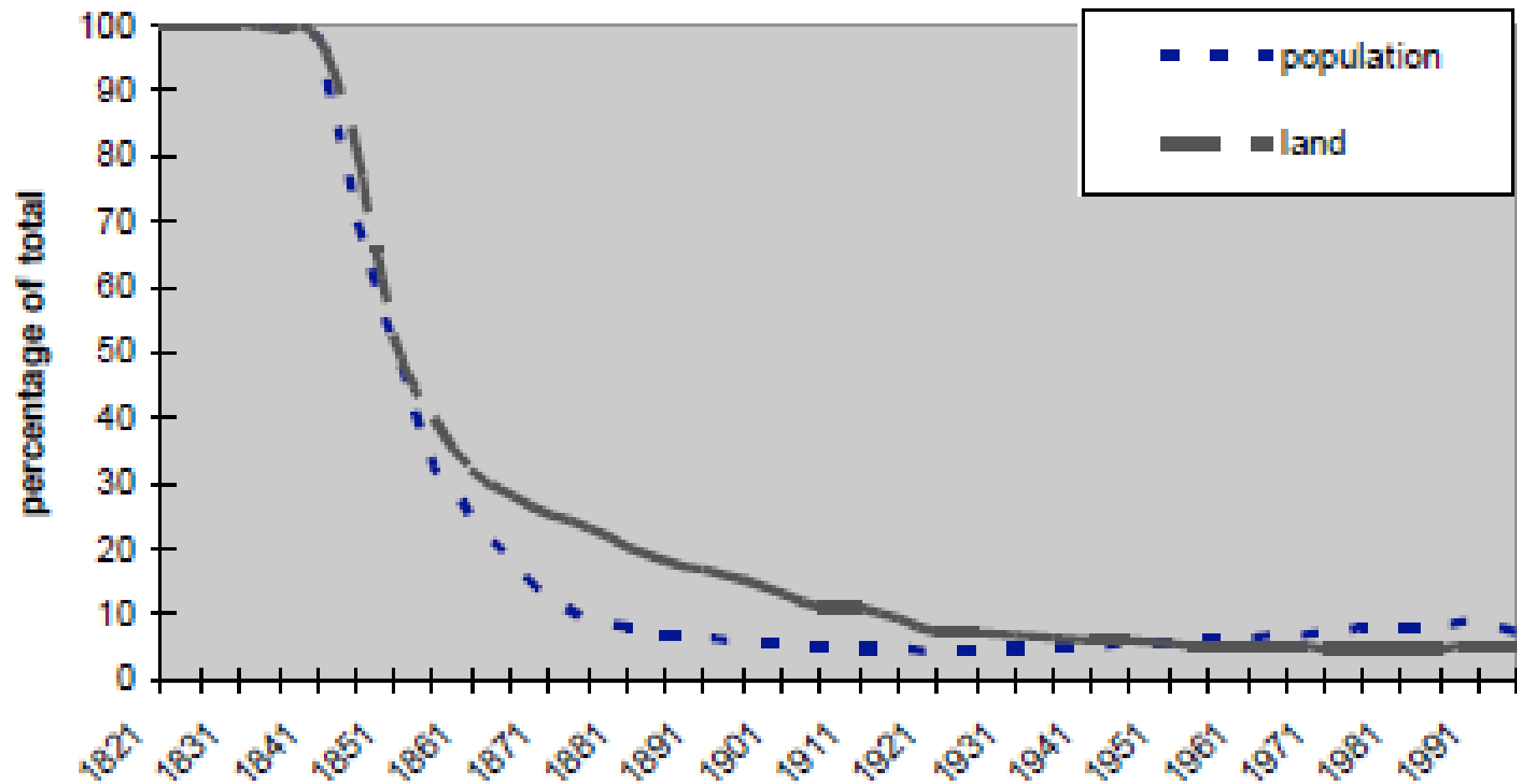


NEW ZEALAND RACE RELATIONS LEGACY

- 
- *Me titiro ki nga wa o mua*
 - *Rapua te mea kua ngaro*
 - *“When searching for direction focus your eyes backwards and see where you have come from”.*

- *Herewini, M., Wilson, R., & Peri, M. (1985). Maori Advisory Unit Report. Auckland, New Zealand: Department of Social Welfare.*

Decline in Maori Population and Control of Land



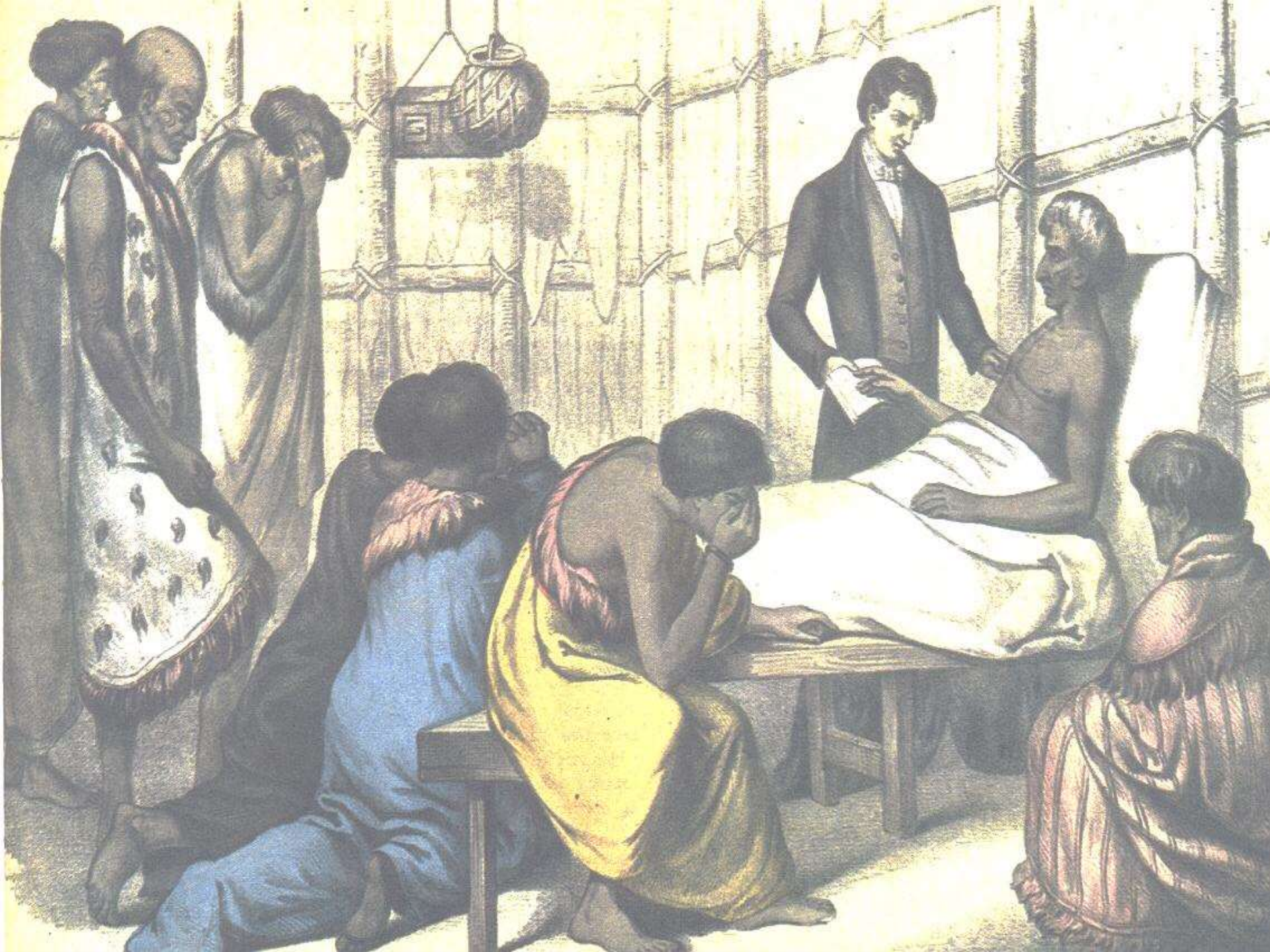


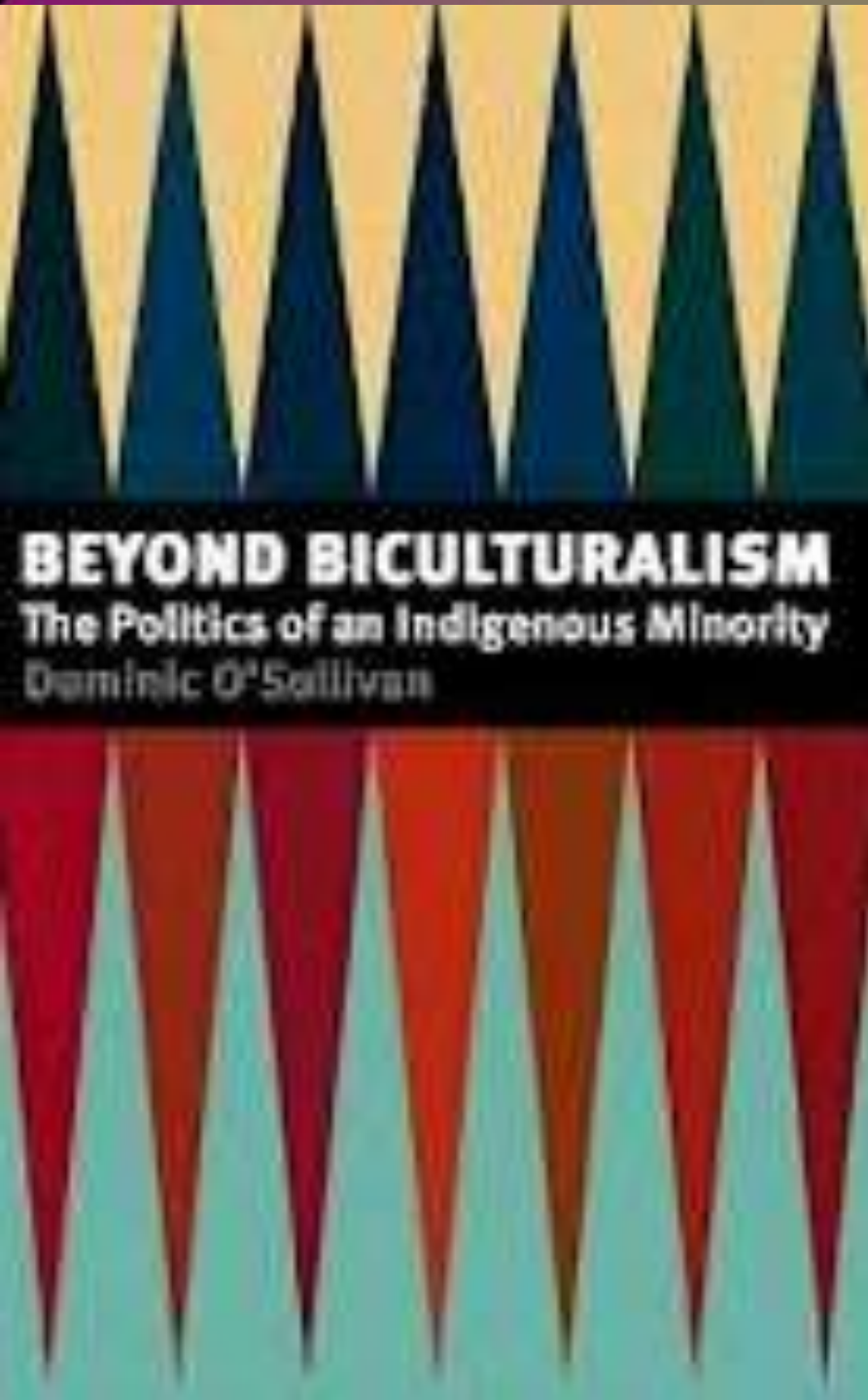
take a walk in someone else's shoes hikoitia ngā tapuwae o te hunga kē



Race Relations Day 21 March Te Rā Whanaungatanga

www.hrc.co.nz photography and design by Peter Smith





PUAO-TE-ATATU (DAY BREAK)



Ministerial Advisory Committee
on a Maori Perspective
for the Department of Social Welfare

INCLUDES
APPENDIX



- *“By whose law does a thief get to steal a car, admit later that he has stolen it, then decide when, how, and what part of the vehicle he will give back to the owner”.*

Josie Anderson (cited in Gardner, 1996, p. 125)

WORK AND INCOME...

PR

NOW... HOW DO I CHANGE
THE SPOTS?



BROWNHEAD

NEOLIBERALISM



[THE HUNN REPORT]

REPORT ON
DEPARTMENT OF
MAORI AFFAIRS

by

J. K. HUNN, LL.M.

Deputy Chairman, Public Service Commission

(Acting Secretary for Maori Affairs)

(Circa 1960)

HAUORA

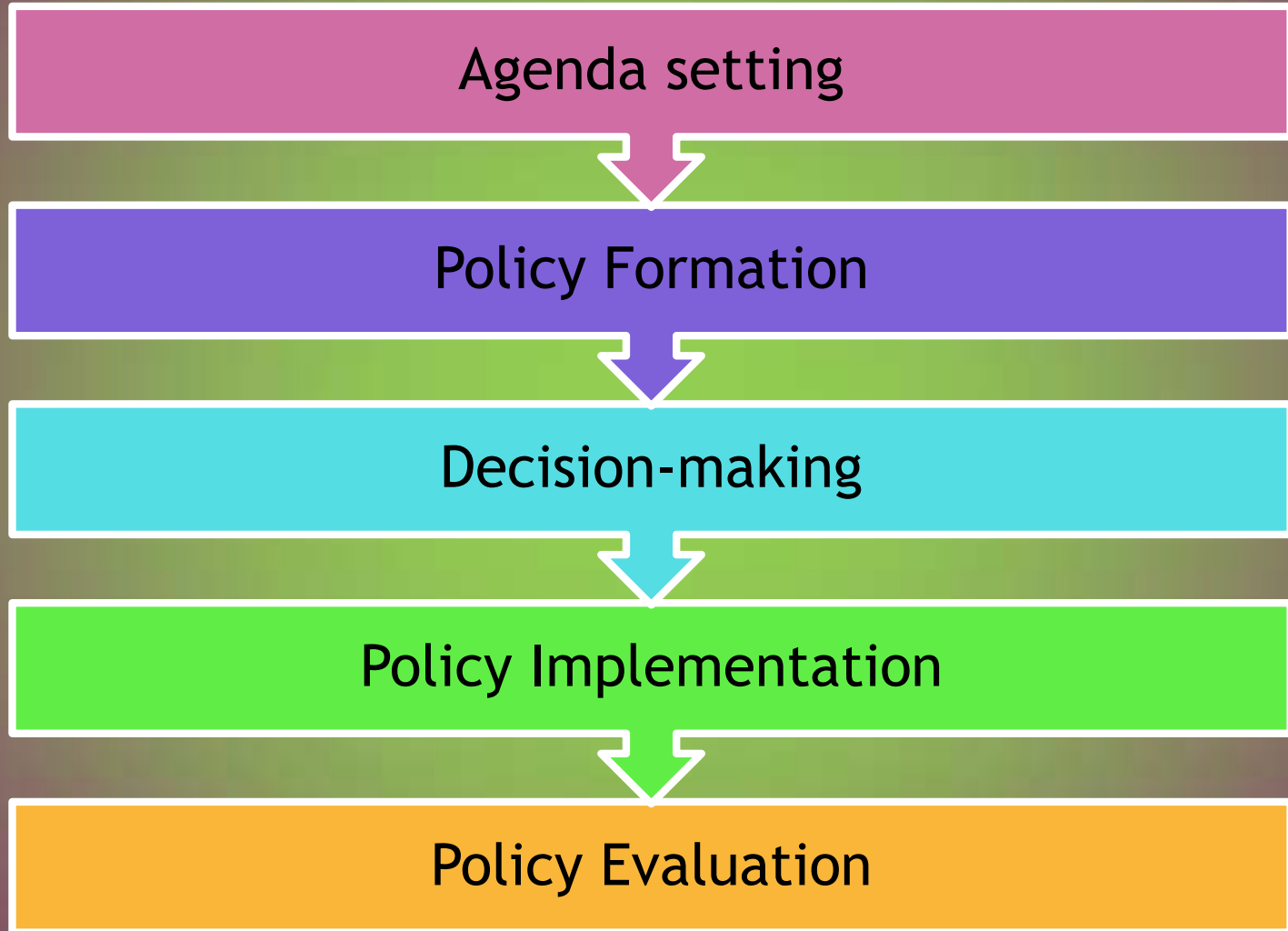
MĀORI STANDARDS OF HEALTH IV

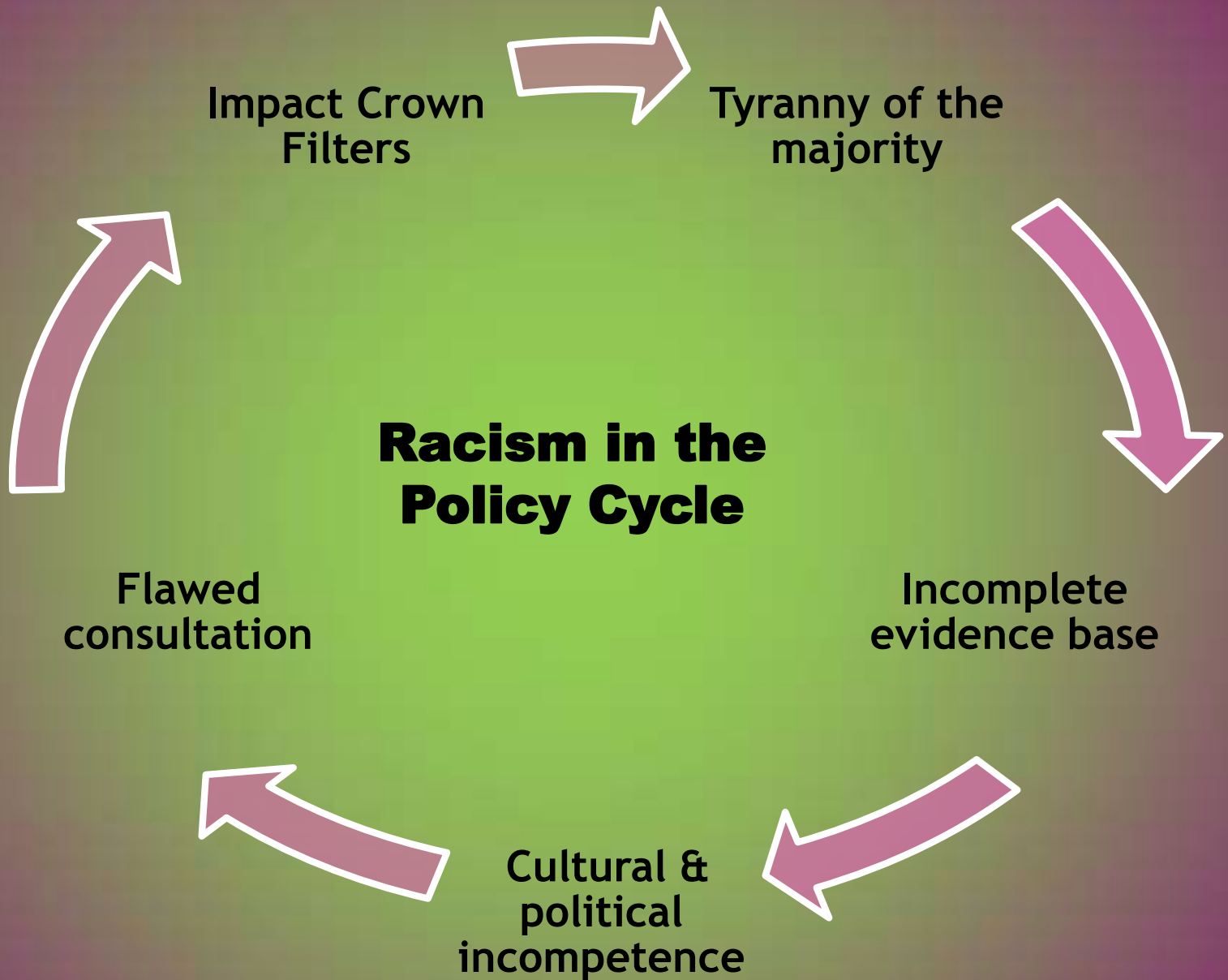


A STUDY OF THE YEARS
2000-2005

**HOW DOES RACISM
OPERATE WITHIN THE
PUBLIC SECTOR
IN NEW ZEALAND?**

STAGES APPROACH TO POLICY





Kaupapa Māori Theory

[Kaupapa Māori] assumes the taken for granted social, political, intellectual, and cultural legitimacy of Māori people, in that it is an orientation in which Māori language, culture, knowledge and values are accepted in their own right (Smith, 1992, November p. 13).



“I am sitting round the table and I am the only Māori and there are ten of us. We are arguing the prioritisation framework and I argue that Māori health should be right up near the top. So we have the debate... you put it on the table, you go hard for it and in the end if you don’t have the numbers, that is where the funding goes”.

(Berghan cited in Came 2012:171-172)

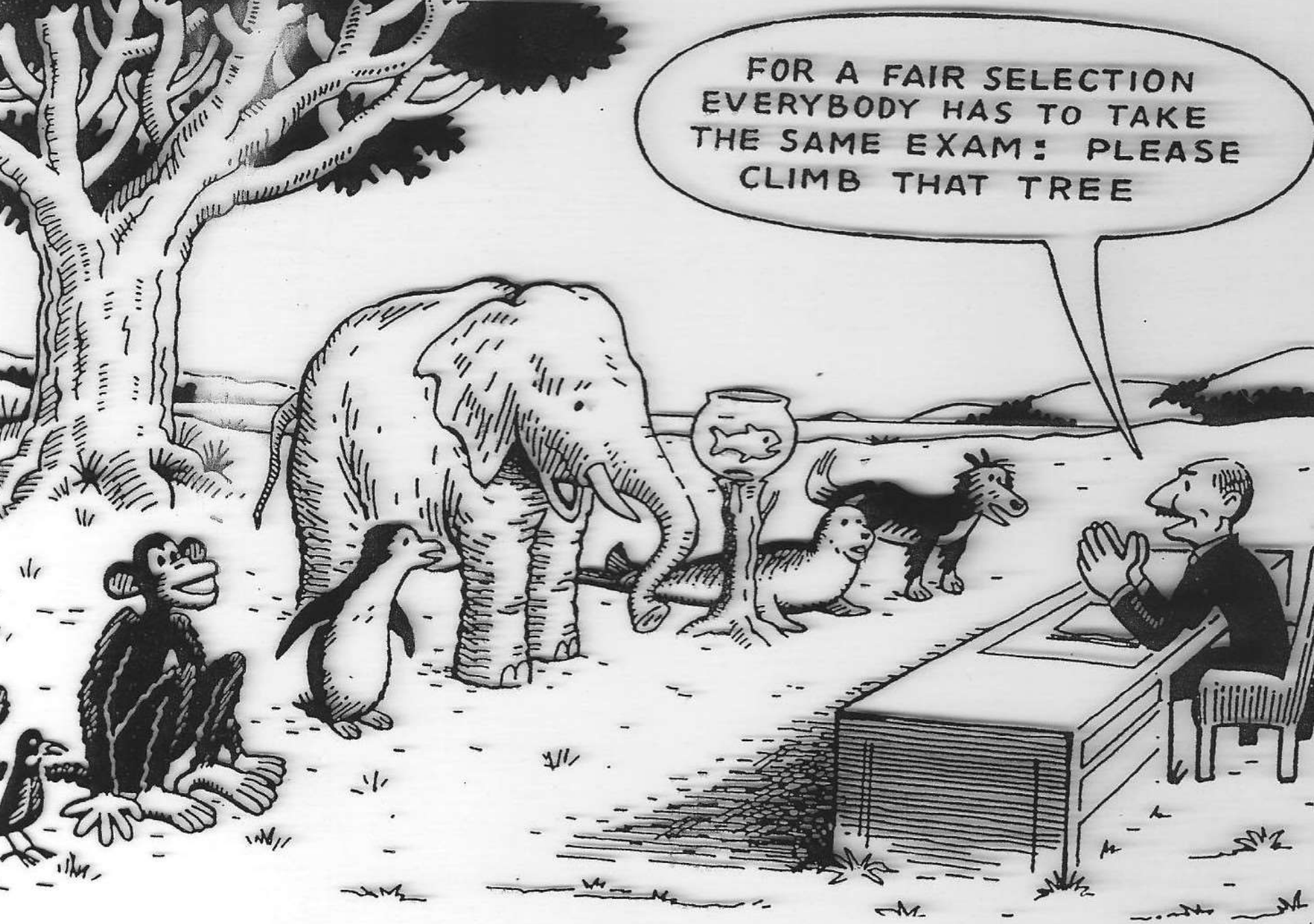


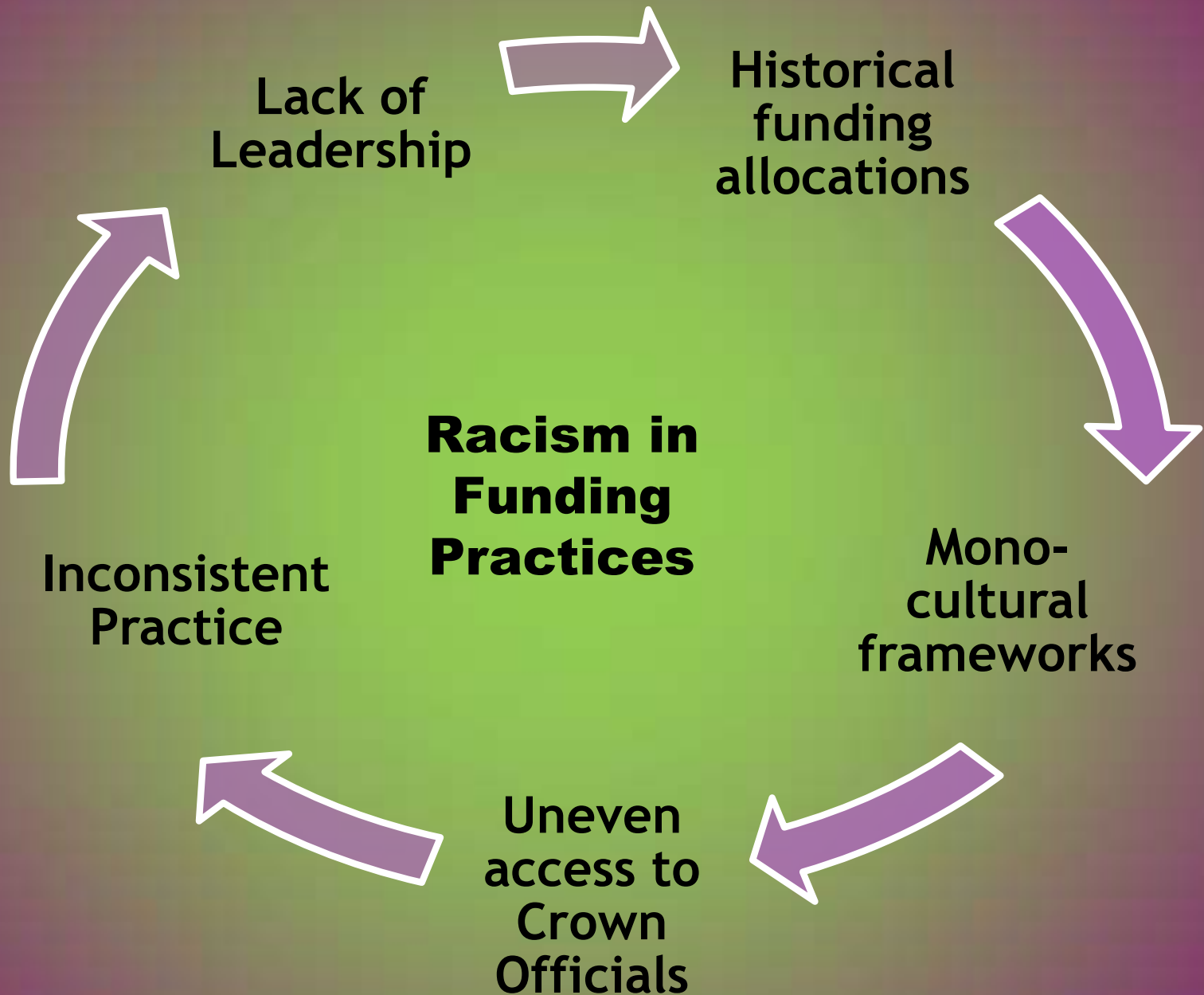


...these are good people... they are benignly incompetent... [they] don't take into account other values; it is kinda like the universality of western values... and that tends to happen through most of the policy processes... they [Crown officials] don't see the need to be competent because why should they?... it is the others that need to understand. When in Rome do as Romans do, so when in New Zealand do as Pākehā do; it is that kinda stuff.

(Berghan cited in Came, 2012:301)

FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE

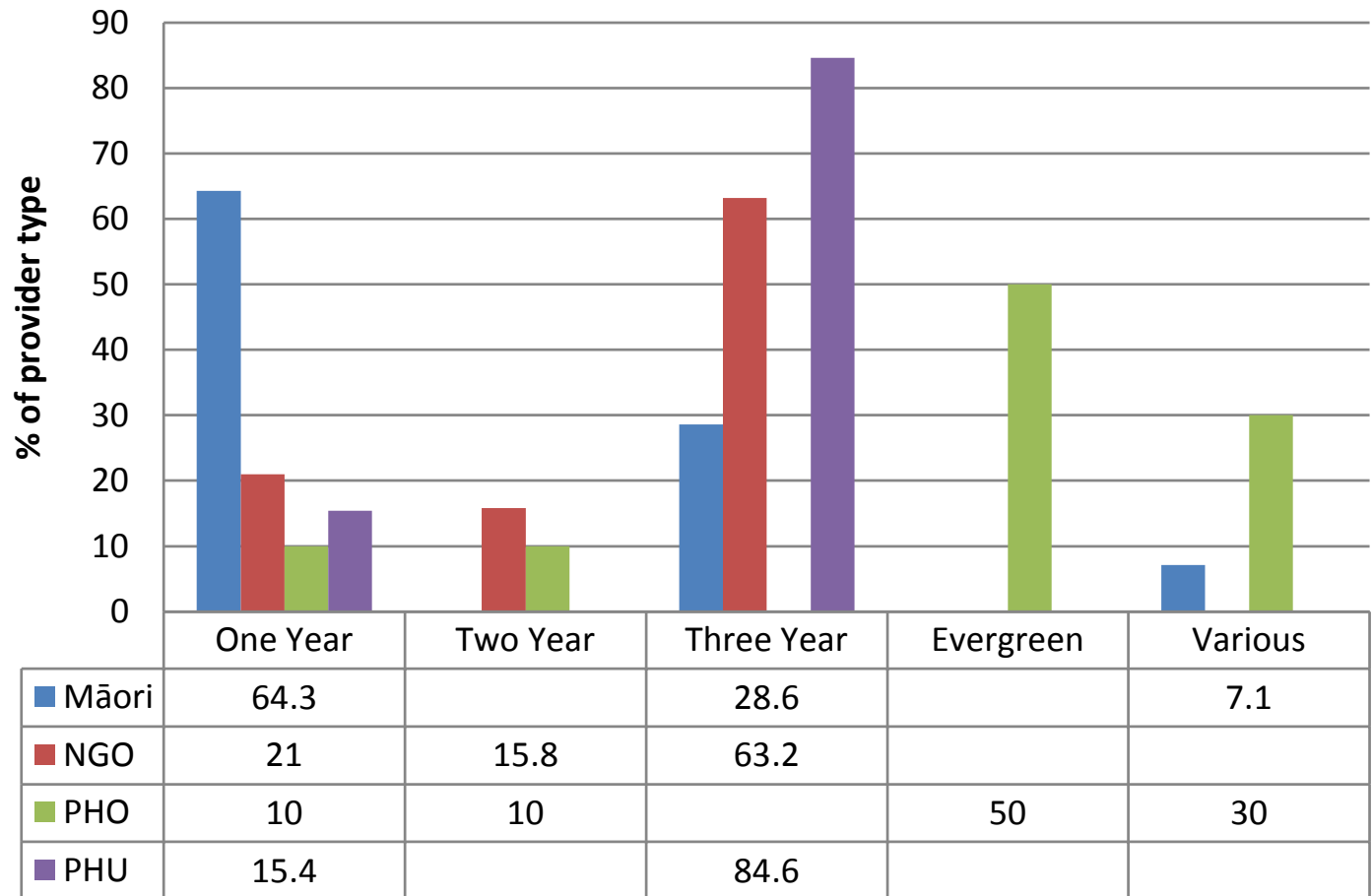




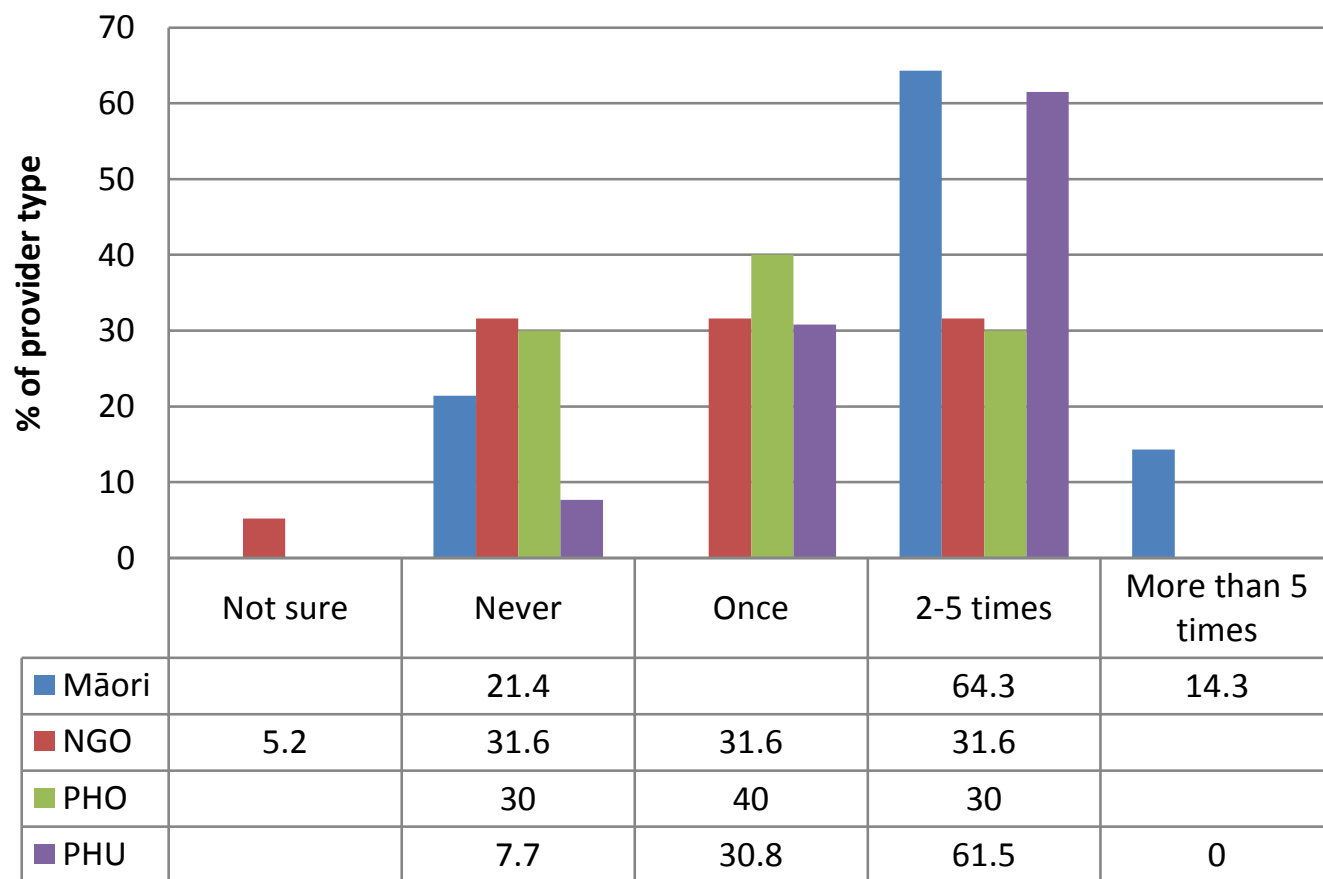
- ...as a PHU, I was just given money, millions of dollars, I didn't have to argue for it... it wasn't a purely contestable fund, we talked about how difficult it is, [but] every year it kept coming to me... I wasn't competing with anyone now that I think of it. It was just there. I was just given it
- (Berghan cited in Came, 2012:379)



NEGOTIATED CONTRACT TERMS



RECOLLECTION OF AUDIT FREQUENCY



Excuses for Racism

I went to a Treaty course a few years ago

I was sure we sorted that decades ago – this isn't racism

I couldn't follow the agreed process as I just ran out of time

Policy is written for everybody not minorities

I can assure you some of my best staff are Māori

I'm going to retire soon that is a young man's battle

We have other priorities the Minister/Board is on my back

We don't have the capacity to deal with that

We can't afford to consult and who do we consult anyway?

I can confirm there was a memo - it seems a dog ate that policy

**DOES THIS PATTERN OF
BEHAVIOUR LOOK FAMILIAR
IN YOUR SECTOR?**



**KEEP
CALM
AND
STOP
RACISM**

To Listen

EAR

聽

YOU

EYES

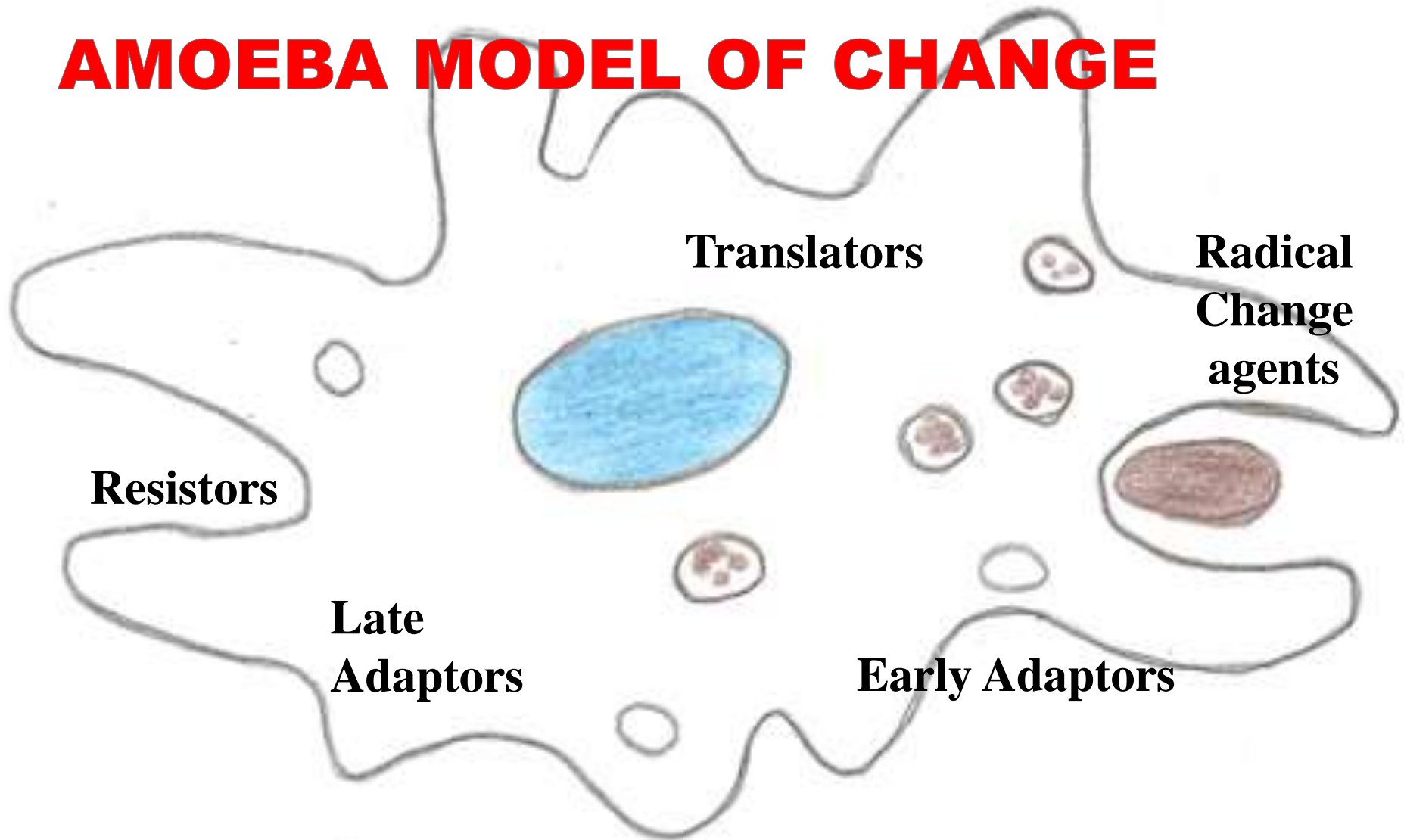
UNDIVIDED
ATTENTION

HEART

The Chinese characters which make up
the verb "to listen" tell us
something significant about this skill.

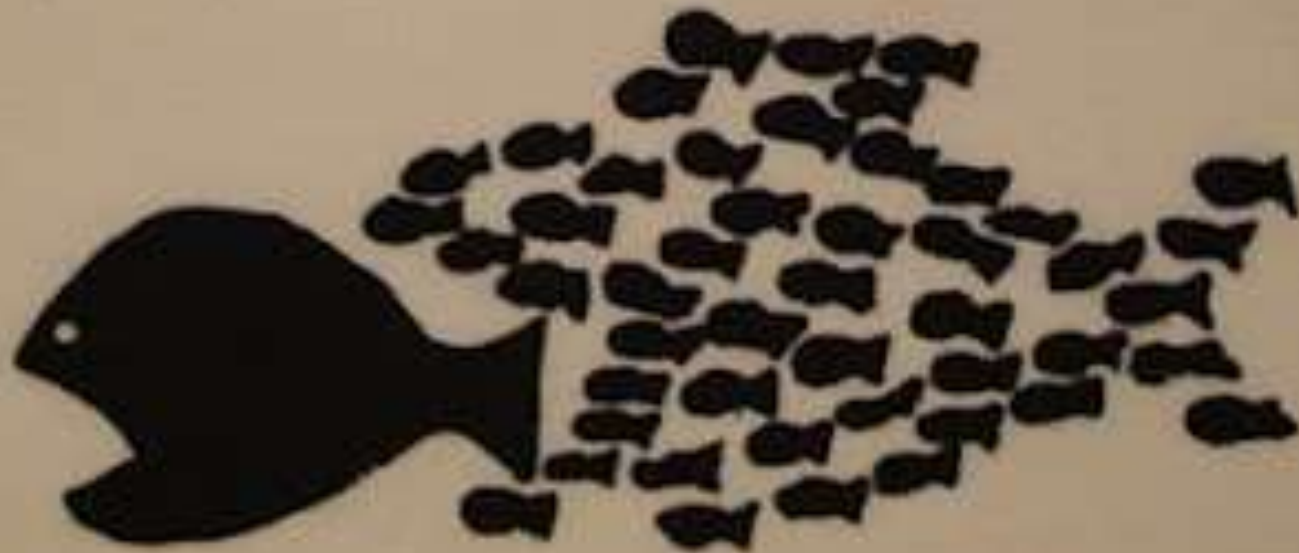


AMOEBA MODEL OF CHANGE





TOP DOWN &/OR BOTTOM UP





Administrative evil

Specific ideas for action

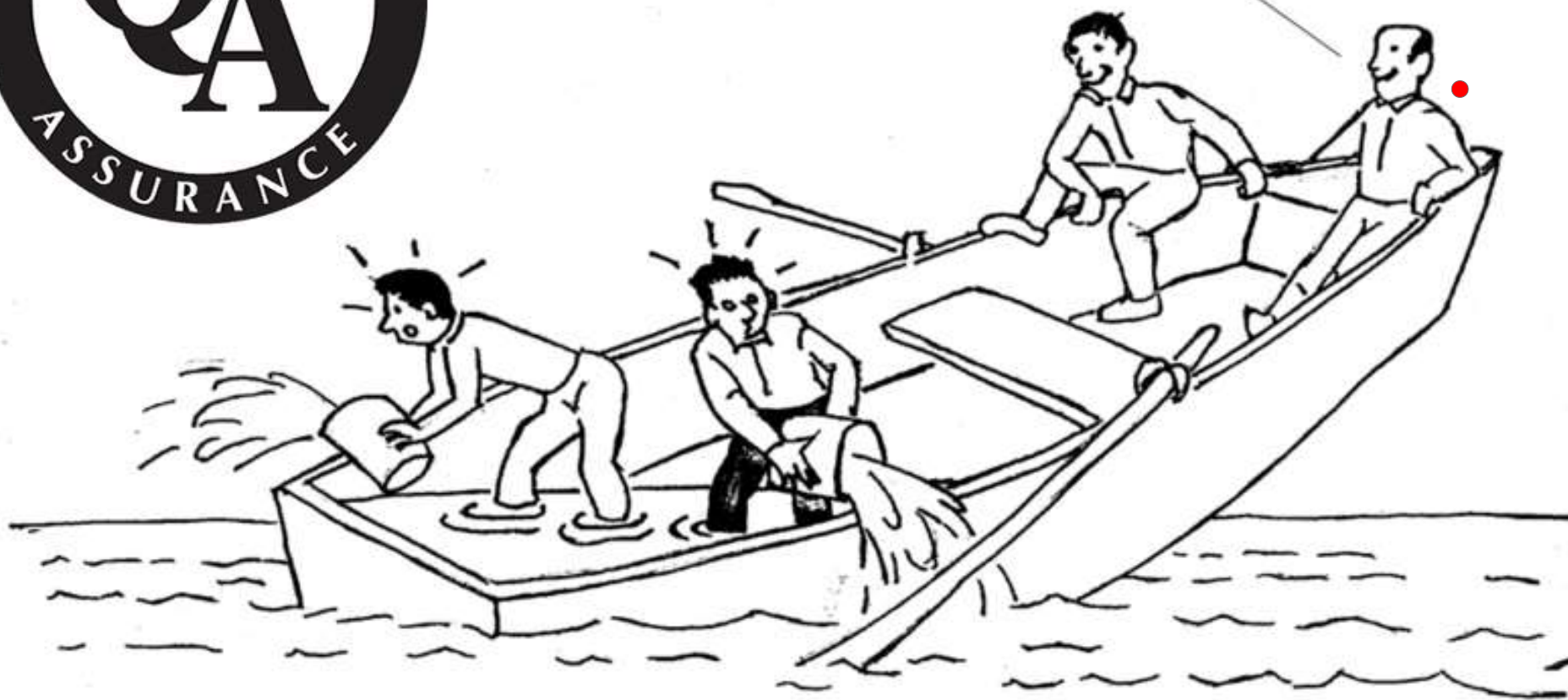
- Ask “How is racism operating here?”
 - Ask the question at work, at children’s schools, in community, at state level, in faith groups
 - Who is at the table, and who is not?
Involve and fund affected individuals and communities
 - What is on the agenda, and what is not?
 - How are values communicated and perpetuated?



SYSTEMS THINKING



Sure glad the hole isn't at our end.

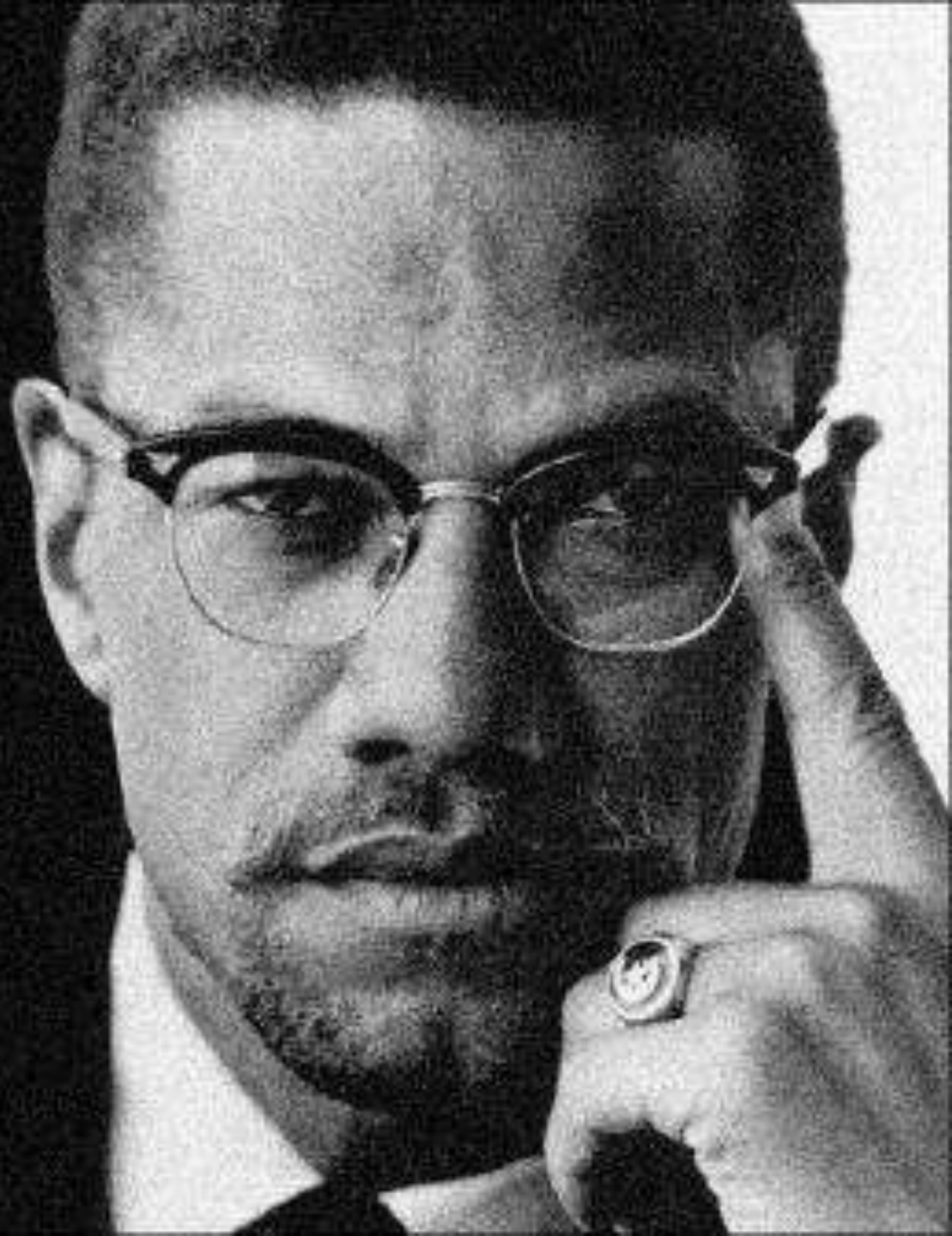




**MONITORING
THE CROWN**

“The future
belongs
to those
who prepare
for it today.”

—Malcolm X



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- ◉ You can contact heather via heather.came@aut.ac.nz