

Te Rautaki Māori “Uenuku” 2024 – 2026

Whaingā Matua – Goals		Short term: 1 to 2 years	Medium term: 3 to 5 years		Long term: 5 to 10 years	Communications plan
Key priority areas	IHC Objective	Objective 2	Objective 3	Objective 4	Objective 5	Whakanuia!
Pae Ora (Healthy futures), the New Zealand Government's vision for Māori health which provides a platform for Māori to live well and healthy in an environment that supports a good quality of life	RACS Commitment to Indigenous Health	RACS are leaders in addressing racism and unconscious biases.	RACS Governance structure is reflective of supporting Te Ao Māori and Māori health.	RACS office bearers understand the socio-political context within which RACS operates in Aotearoa.	RACS supports legislation, statements, proposals etc. that addresses positive health outcomes for Māori.	Success is celebrated! Showcase all RACS Surgeons initiatives that lead to Pae Ora Outcomes
Mātauranga Māori (Māori Knowledge and Capability) provides the foundation for building a capable surgical workforce and increasing the Māori knowledge of RACS governance groups and staff to make informed decisions on issues relating to Māori	The Royal Australasian College of Surgeons RACS recognises Māori as the tangata whenua (people of the land) of New Zealand and Aboriginal and Torres Strait Islanders as traditional landowners of Australia	Make RACS a safe place to identify as a First Nations, Torres Strait Islander and/or Māori person	Strengthen the cultural knowledge and capability of non-Māori to improve Māori health.	RACS curriculum and training includes Māori health and Māori cultural competence and safety training opportunities.	Māori knowledge is embedded into RACS activities to ensure culturally capable staff, Fellows, and trainees.	Success is celebrated! Showcase Te Reo Māori champions among Fellows and trainees
Whakatipu (Workforce development) focuses on increasing and maintaining the Māori surgical workforce and creating an environment that is safe for Māori	RACS also recognises that the vast health and social inequities faced by these populations are wholly preventable and therefore sustained inequities are unjustifiable and unacceptable.	The surgical workforce is proportionately reflective of the communities it serves, e.g., Māori make up 15% of New Zealand's population, therefore the goal is 15% of surgeons in New Zealand are Māori (currently 16.5% and will increase to 21% by 2040).	RACS has the resources to progress the actions of Te Rautaki Māori	Increase the number of First Nations, Torres Strait Islander and Māori persons applying to SET.	Increase the number of First Nations, Torres Strait Islander and Māori persons successfully selected for SET. Ensure identified Trainees achieve Fellowship	Success is celebrated! Showcase Te Poka Pū and Te Oranga initiatives and successful new Fellows
Rangahau Māori (Research and Development) is using kaupapa Māori methodology to undertake research that is beneficial for Māori and increases understanding of te ao Māori and mātauranga Māori	Despite Government initiatives these inequities persist between indigenous and non-indigenous populations of Australia and New Zealand.	Understand cultural safety, racism, and unconscious biases within RACS (staff, Fellows, IMGs, and trainees) to inform strategies that address these issues.	Form a working group (Fellows and staff) to coordinate the research project.	The working group is established, and progress is reported on biennially to the Māori Health Advisory Group and Indigenous Health Committee.	The research reports will inform the racism project in Pae Ora.	Success is celebrated! Showcase Rangahau successful publications and Research scholarship winners
Kaupapa Here (Stronger Policy and development). Policies that are reviewed and/or developed will produce better results for Māori and better reflect the needs and aspiration of Māori	RACS understands this situation and has made Indigenous health a priority by incorporating Indigenous health into strategic planning and creating a vision of 'building workforce and increasing services to better meet the health needs of Aboriginal, Torres Strait Islanders and Māori peoples.	Policies that are reviewed and/or developed benefit the progression of Te Rautaki Māori and work toward improving health equity (where applicable).	Māori health policies that improve health equity are highlighted and promoted within RACS.	Policies (reviewed/new) have considered Indigenous issues and perspectives.	Māori health Policies reviewed annually.	Success is celebrated! Showcase Māori health gains due to policy development
Ngā Hononga (Partnerships) will be developed and maintained to support the progression of Te Rautaki Māori	The position statement outlines RACS ongoing obligations under Te Tiriti o Waitangi, the United Nations Declaration on the Rights of Indigenous People (UNDRIP) and the Close the Gap Statement of Intent.	Communication with relevant RACS training boards/ committees is strong and prioritized in a way that progresses Te Rautaki Māori and surgical outcomes for Māori.	Partnerships with Māori (Iwi, Hapū, Organizations, Community) is established to support Te Rautaki Māori progression.	Partnerships with the Ministry of Health (MoH) and District Health Boards (DHBs) are established to support Te Rautaki Māori progression.	Relationships with Specialty Societies are strengthened.	Success is celebrated! Showcase partnerships e.g. Te ORA and other partnerships