

Pūtahi Manawa | Healthy Hearts for Aotearoa New Zealand Centre of Research Excellence Code of Conduct

Te Tiriti o Waitangi is the founding document of Aotearoa. The HHANZ CORE is committed to ensuring that Te Tiriti is embedded in our structure and in that all work performed is with genuine partnership with Māori.

HHANZ CoRE Values

HHANZ CoRE is committed to open discussion, freedom of ideas and expression, and considerate airing of differences. Therefore, we will foster an environment that recognises and acknowledges every person and group, that fosters inclusion, dignity, understanding, and mutual respect. HHANZ CoRE has a specific focus on equity for Māori, Pacific and women and therefore our code of conduct is cogniscent that these are our goals.

HHANZ CoRE is a harassment-free environment and all parties should be able to be safe and enjoy their experience within the CoRE, regardless of gender, sexual orientation, disability, physical appearance, race, ethnicity, political affiliation, nationality, language, or religion. We have explicitly agreed to strive toward equity in heart health for Māori and Pacific and therefore our individual and collective actions, behaviours and interactions are aligned to this purpose. The nature of the activities of HHANZ CoRE means that discussions will need to be held that highlight Māori as the Te Tiriti partner and tangata whenua, and Pacific people and women as priority groups. Conversations relating to race, ethnicity, sex and gender will be commonplace, with a focus on equity and a firm shift away from equality. The HHANZ CoRE values, will at all times guide the various conversations, interactions, decisions and behaviours.

HHANZ CoRE Vision

To achieve heart health equity for Māori, Pacific and women

HHANZ CoRE Mission:

Through research excellence, we will progress equity in heart health outcomes for Māori and Pacific Peoples and improve cardiovascular health and well-being in Aotearoa New Zealand.

We will reach beyond 'business as usual' and create a connected and collaborative environment for cardiovascular health research grounded within the Indigenous paradigm of Aotearoa. Our aim is to take a life course approach, guided by Māori and Pacific values and principles, to address the nation's crisis of equity for cardiovascular (CV) health in Aotearoa by earlier, more precise and personalised prevention, prediction, detection/diagnosis, and treatment of CV disease (CVD).

Ngā Wāriu o Pūtahi Manawa

Pūtahi Manawa Values

Toitōi Manawa Encourage and Inspire

We encourage and inspire behaviours and actions that align and reinforce our vision and mission.

Manawa Whānau Team and Stakeholders

Our team and stakeholders are the foundation of our work.

Tānga Manawa Place of Refuge

Our approach is unified and collective, we create safe spaces to engage and work.

Manawa Popore Considerate

We are committed to an approach that enhances the mana and general well-being of others through considered behaviours, language, and actions.

Manawa Tina Decisiveness

Our vision and mission encourages and inspires a decision-making process which is underpinned by our shared values, due diligence, and transparency.

Manawa Rahi Resilience

When faced with challenges, we remain firm and optimistic in seeking positive outcomes.

Manawa Ora Breath of Life

We acknowledge the connection between us all through the breath of life. Identifying and acknowledging our connections gives us strength.

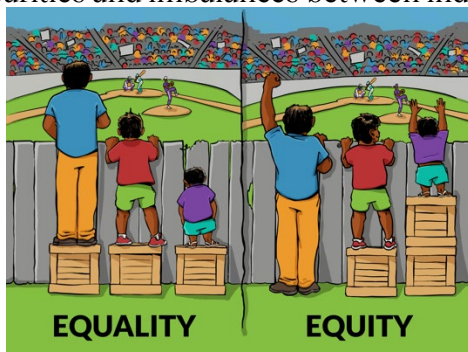
Puna Manawa Spring of Water

The source (or spring) of our vision and mission is the source of our mana. Through knowing the source, we can extend our care within our team and to our communities.

Key Principles of HHANZ CoRE Code of Conduct

Equity

Equity acknowledges that individuals have different backgrounds and identify with different socio - cultural constructs that include, but are not limited to; gender, ethnicity, socioeconomic status, or geographic location. Equity ensures that principles of fairness and justice guide decisions that impact on those who face inequity. Equity in health is defined as: *In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes.*¹ Equality assumes that there is fairness for all but does not acknowledge nor adjust for individual barriers or privileges that result in disparities and imbalances between individuals and groups.



The key groups who we have committed to providing equitable heart health outcomes are Māori, Pacific and women.

Māori - we acknowledge Māori as Te Tiriti partners and accept our responsibilities and obligations as partners. We will adhere to the tikanga and kawa of the communities and stakeholders with whom we engage and we will engage authentically with all formal ceremonies. We will improve our understanding and use of Te Reo Māori.

Pacific - we acknowledge the indigeneity of Pacific Peoples to their islands, and that Pacific Peoples are culturally diverse with diverse worldviews. We will advance Pacific cultural capacity in research within HHANZ CoRE and integrate Pacific research methods.

Women - we acknowledge the patriarchal and colonised structures of society that history and science are founded upon. We acknowledge the significance of the roles that women have within society and that the rights and voices of women are important and needed. For Māori women we acknowledge that the process of colonisation and assimilation has led to a degrading of the balance that existed between mana wāhine and mana tane. We celebrate the role of Maori women as warriors and leaders throughout history. For Pacific women we acknowledge their role as nurturers and that they are pivotal to advancing their aiga/family. We also acknowledge that within Pacific cultures there are differences whereby matriarchal and patriarchal systems can have dominance. HHANZ CoRe acknowledges that gender is different in different cultural groups, and our emphasis is to advance heart health outcomes for all women based on their own definition of gender.

Authenticity

To acknowledge, accept and support the worldview, values, beliefs and rights of others, we must be confident and grounded in our own identity, value and beliefs as individuals and as the collective that is HHANZ CoRE. We acknowledge and accept the values, vision and mission of the CoRE and act authentically at all times, where our actions and behaviours are congruent with our values, vision and mission.

¹ <https://www.health.govt.nz/about-ministry/what-we-do/work-programme-2019-20/achieving-equity>

We are allies

An ally is a person who is not a member of a group impacted by inequity, nor are they part of an underrepresented, marginalised, or oppressed group. An ally takes action to support groups impacted by inequity. Allies are typically members of a majority group who act as champions of change and raising awareness. We all hold positions of privilege by virtue of being members of HHANZ CoRE, and therefore can act as an ally to further our vision and mission and to keep all members safe in the HHANZ CoRE working environment.

Acknowledging and addressing bias

Unconscious bias are social stereotypes and attitudes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from the environment and influences upon us as children, and a tendency to organise social worlds into categories. We will strive to see and understand our own bias, and constantly transform our underlying beliefs about others that are detrimental to them and to our values, vision and mission

Behaviours that support the principles of the Code of Conduct

Equity

- We actively look for avenues to uplift Māori, Pacific and women in all areas of our work
- We seek opportunities to provide additional support and avenues for Māori, Pacific and women to succeed
- We resource Māori, Pacific and women focussed activities as a priority
- We will appoint Māori, Pacific, and women into leadership roles.
- We will incorporate equitable processes for CoRE decision making and appointment of roles
- We will promote an environment where equity can be easily promoted and discussed in our conversations

Authenticity

- We interact with each other and our communities and stakeholders with genuine care
- We participate in open and honest communication and address conflicts and disagreement with professional attitudes, guided by the HHANZ CoRE values
- We seek to understand another person's context, culture and worldview without judgement

Being an ally

- We will be allies to all, calling out situations that are unjust, unfair or constitute harassment
- People who hold positions of privilege will be active allies to those with less privilege and will take responsibility for making changes that will help others be successful.

Acknowledging and addressing bias

- We are mindful of our own worldviews and therefore the bias we bring with us to every situation and interaction
- We take it upon ourselves individually to understand how our privileges and world views have impacted our views and stereotypes.
- We do not engage in epistemic exploitation but rather undertake the work and self-accountability to understand and learn different world views.
- We will actively seek out resources available to learn and upskill ourselves in understanding the inequities for Māori, Pacific and women in academia and research practices

Resources

<https://www.rnz.co.nz/news/te-manu-korihi/435730/mana-wahine-inquiry-original-claimant-ripeka-evans-gives-evidence>

Berenstain N (2016) Epistemic Exploitation. (<https://doi.org/10.3998/ergo.12405314.0003.022>)

Veer E, Zahrai K, Stevens S (2020) I stood by: the role of allies in developing an inclusive and supportive academic environment post #MeToo. (<https://doi.org/10.1080/0267257X.2020.1772344>)