

Te Whakahaumarū Taiao: Safe Environments for Māori Medical Practitioners



Māori doctor survey definitions of terms and concepts

Socially assigned ethnicity

We know that your experiences are shaped by how other people might identify your ethnicity. This may be the same or different from how you identify your ethnicity.

How do other people usually classify your ethnicity in New Zealand?

Marginalised identities

We have already asked you about being Māori. Apart from this identity, do you consider yourself to be a member of any other group that is underrepresented or marginalised in medicine?

Witnessed

Seen, heard or heard about.

Not applicable

The 'Not applicable' option for when the question could not have happened to you e.g. if you don't spend any time in these places.

Typical week

Complete this question based on a typical working week from the previous year. If you can't identify a typical week, please complete this section on the most recent full week you worked.

Main work site

Where you spend most of your working hours.

Work-related activities

Clinical settings, vocational training, committees, conferences.

Discrimination

Discrimination is when a person is treated unfairly or less favourably because of a particular characteristic or status (e.g. religion, ethnicity, marital status) than another person in the same or similar circumstances. This can result in differential access to conditions, benefits, and opportunities.

Racism

Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by oppressing and devaluing other ethnic/racial groups, using the invented concepts of 'race' and racial hierarchies. Colonisation forms the main context for understanding how racism manifests in Aotearoa. Racism occurs at all levels - from interpersonal to societal. It can involve things like racially motivated hate crimes, jokes or stereotypes, racial slurs, or unequal treatment.

Everyday racism

Behaviours or comments you may have experienced, divided into different categories. These kinds of behaviours or comments can be understood as 'everyday racism', or 'racialised microaggressions'. In this survey we use the term everyday racism.

The examples given do not have to match your experience exactly - they are just there as a prompt.

Bullying

Bullying is behaviour that a person finds offensive, intimidating, abusive or humiliating so as to have a detrimental effect upon a person's dignity, safety, and well-being. Bullying is intentional and can be overt or covert, and can be perpetrated by anyone in any position in a training or workplace setting.

Types of bullying

- Physical: This involves hurting someone, or damaging or stealing their belongings e.g. hitting, shoving, stealing, throwing things
- Verbal: This involves saying or writing mean things (including online) e.g. offensive comments, yelling, threatening someone, spreading rumours
- Social: This is also called relational or psychological - it involves hurting someone's relationships or reputation (including online) e.g. excluding someone or humiliating them

Harassment

Harassment is an unwanted pattern of behaviour that seeks to intimidate or pressure you either directly or indirectly. This includes non-sexual and/or sexual harassment. Such conduct creates an intimidating, hostile or offensive environment.

Types of non-sexual harassment

- Unwanted contact (by phone, letter, email or text or through social media sites)
- Offensive material (given to you or put where you will see it - including in person or online)
- Having your property or things interfered with
- Being followed, stopped or confronted
- Being made to fear for your safety or that of your family

Reporting and Complaints

Reporting means notifying someone about the behaviour. You may not be expecting action to be taken. Complaint in this context means a request (written or verbal) for action to be taken.

Designated support services

e.g. through work, unions, colleges, or professional organisations.

Support

Support in this context includes advice, information, practical assistance, understanding and/or concern.

Feelings and Strategies lead-in

Racism, discrimination, bullying and harassment are unacceptable, but we know that they can affect how we feel and may lead us to internalise negative messages or change the things that we do. These coping mechanisms or strategies can sometimes be harmful to your wellbeing and sense of self.

