

Te Whakahaumarū Taiao: Safe Environments for Māori Medical Practitioners



Māori doctor survey question sections

Three questions were compulsory: those for eligibility (annual practising certificate, ethnicity, whakapapa Māori). Questions about sexual harassment were separated from the other harassment questions, with respondents having to opt-in to answer those questions. Some questions were asked only of those it was relevant to - e.g. Māori name exposures were only asked of those with a Māori name, complaint satisfaction was only asked of those who had made a complaint, medical college questions were only asked of vocational trainees and fellows. There were four opportunities where respondents could provide free text comments.

Demographics

- APC status
- Ethnicities
- Whakapapa Māori
- Gender
- Age
- Socially assigned ethnicities
- Marginalised identities
- Registration (general /vocational)
- Year graduated
- Work role
- Workplace info

Exposures – Discrimination and Racism

- Direct discrimination
- Witnessed discrimination
- Stereotypes
- Direct racism
- Witnessed racism
- Māori patients/whānau
- Everyday Discrimination Scale

Exposures – Everyday Racism

- Assumptions about academic ability
- "Preferential treatment"
- Hostile environments
- Exclusionary behaviours
- Cultural labour/loading
- Assumptions and stereotypes
- Devaluing culture and lived experience
- Overpolicing/surveillance
- Māori name
- Support needed
- Perpetrators (clinical & non-clinical)
- Settings
- Upstanders

Exposures – Bullying and Harassment

- Direct bullying
 - types
- Witnessed bullying
 - types
- Direct harassment
 - types - non-sexual
 - types - sexual
- Witnessed harassment
 - types - non-sexual
 - types - sexual

Institutional responses – Policies and Complaints

- Barriers to complaint
- Satisfaction with complaints processes and results
- Would you complain again?
- Would you advise others to use the complaints process?
- Knowledge and efficacy of workplace policies on racism, discrimination, bullying and harassment
- Safety of workplace policies
- Workplace culture
- Satisfaction with institutional support

Health and Wellbeing

- Self-rated health
- Sleep
- Burnout
- Feelings/Affect
- Strategies
- Stressors
- K-10 psychological distress scale

Career and Training

- Satisfaction with medicine
- Career decisions
- Leaving medicine
- Taking a break due to racism, discrimination, bullying and/or harassment
- Cultural safety in the workplace
- Belonging in the workplace

Specialisation – medical colleges

- Specialisation
- Medical college processes and policies
- Experiences as a trainee
- Experiences as a Fellow
- Cultural safety of the medical college